BIOSIDUS

SUSTAINABILITY REPORT

2023

Building
a healthier
future
→

QUALITY
FOR MILLIONS

Index

Letter from the Chief Executive Officer

GRI 2-22

It is with great pride that we present our 3rd Sustainability Report, which allows us to share the road we traveled in 2023 with our people, our value chain and the stakeholders with whom we interact.

Here we detail the progress made by the company to ensure sustainable development, prioritizing social impact, environmental care, innovation and the promotion of diversity and inclusion in all our business processes.

The year 2023 has been one of important achievements, all of them very significant for Biosidus.

We celebrated our first 40 years of history, developing and producing biosimilars of the highest quality, reaching today, with our products, more than 50 countries, thanks to which our company is recognized as a pioneer and chosen for its leadership in emerging markets.

We achieved historical records in sales and units produced, supporting a solid financial result for the year.

We continued to grow organically through subsidiaries in Latin America, starting the operations of Biosidus Mexico, with great potential ahead.

Regarding the growth of our product offering, we signed multiple licensing agreements to bring products from leading companies to several Latin American countries. The agreement with Sandoz for the representation and commercialization of its entire portfolio and future pipeline in Argentina is noteworthy.

As part of our 40th anniversary celebration, we held different events with our main stakeholders and our people, giving us the opportunity to talk in a warm and friendly environment about the milestones and anecdotes of our rich history, as well as to present our plans for future growth.

Through our report, we reaffirm our commitment to improving the quality of people's lives, and we hope that it will be a source of inspiration and motivation to create a better society for current and future generations.

Mariano de Elizalde
Chief Executive Officer

Highlights of our management in 2023

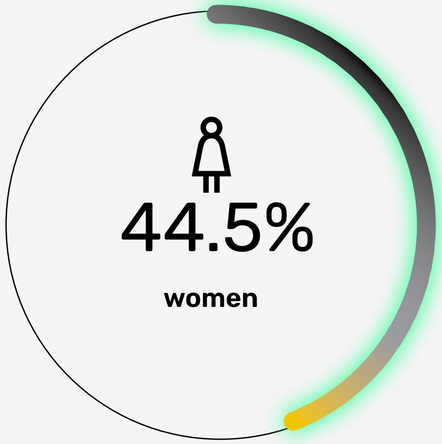
40
years of history

312
approved brands

18,562,773
units sold during the year

Net sales of
USD 63M

548 employees

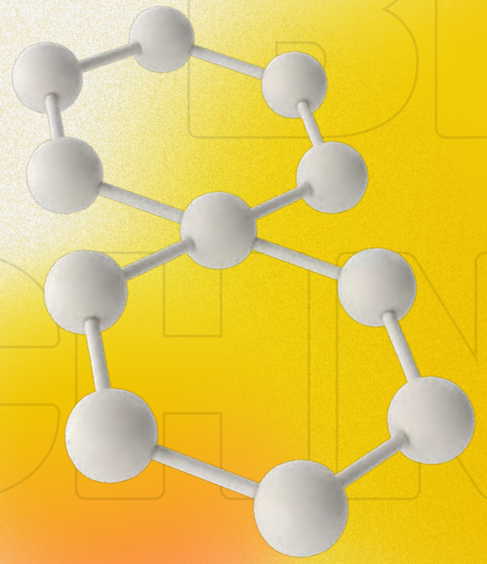


We reduced our energy consumption intensity by
-5%

We received
USD 3.9M
in sustainable financing

- +50 countries in which we have a presence
- Argentina: 1 logistics center, 1 corporate office and 2 production plants
- 3 subsidiaries abroad (Colombia, Mexico and Ecuador)
- Registered in the National Registry of Beneficiaries of the Knowledge Economy Promotional Regime
- IRAM-ISO 14001:2015 certification for the Environmental Management System and IRAM-ISO 45001:2018 certification for the Occupational Health and Safety Management System
- We managed to reduce the carbon footprint of our operations

We signed a strategic agreement with Sandoz



Bio DNA

GRI 2-1, 2-2, 2-6

40 years developing science with a global impact

In 2023, we celebrated four decades of leadership in biotechnology, standing out for a history rich in innovation, tenacity and a firm commitment to excellence, both in Argentina and internationally.

Throughout these 40 years, we managed to consolidate our position as a reference in the production of recombinant proteins, expanding our presence to more than 50 countries. This achievement was possible thanks to our alliances with partners from different regions, which allowed us to access markets in Africa, the Middle East, Asia and Eastern Europe. Today, our most relevant markets are: Argentina, Thailand, Algeria, Colombia, Mexico, Brazil, Tunisia, Morocco, Paraguay, Libya, Azerbaijan and Ecuador.

We have been promoting scientific innovation by exporting our knowledge and products to the rest of the world

Our operational excellence, demonstrated through rigorous audits and international certifications, validates our positive environmental, social and economic impact.

A proud achievement is the development of the first biosimilar orphan drug in Latin America for the treatment of Fabry disease. The launch of this product will have a positive impact on the Argentine healthcare system. Argentina will be the second country in the world, after Japan, to design and produce a biosimilar drug, with a biological basis and at a lower cost, for this pathology of genetic origin.

In addition, we entered into a strategic agreement with Sandoz, a world leader in generic and biosimilar drugs, which allowed us to expand our value offer in strategic areas, strengthening our position in the market and our capacity to meet health needs.

This journey has positioned us not only as a leader in biotechnology innovation, but also as a company committed to global well-being, reflecting our deep commitment to scientific progress and access to essential treatments.

Alliances that strengthen

As of 2023, Sandoz, a global leader in generic and biosimilar medicines, granted our company the exclusive and non-transferable right to license, import, release, promote, distribute, market and sell its products in Argentina, supporting our decision to pursue a new business model in the country.

Sandoz, present in Argentina for more than 20 years, has strong brand recognition and a global leadership position in the strategic areas of biosimilars, antibiotics and generic drugs.

Our market recognition, commercial and development strengths, as well as our financial strength and future business plans, were key to being selected over multiple stakeholders.

“This agreement aligns with our sustained growth strategy. The expansion of our current portfolio for the benefit of patients and local and international commercial expansion is our challenge.”
Mariano de Elizalde, Chief Executive Officer.

1983-2023:
40 years contributing to improving health

We celebrated our anniversary together with the people who contributed to our growth and development.

Together with partners and allies, chambers of commerce, national government agencies (National Administration of Drugs, Food and Medical Devices [ANMAT, for its acronym in Spanish], Ministry of Economy, Ministry of Foreign Affairs, Ministry of Health), health professionals, laboratories and pharmacies, specialized media, educational institutions, patient associations, trade unions, our value chain, legal advisors, NGOs and entities of the financial system, we celebrated the convening power of our purpose.

We also celebrated and thanked our team, who support us every day and whose efforts and dedication make it possible for us to be the leading company in biotechnology applied to healthcare.

We strengthened our bond and our shared commitment to the future.

Watch video

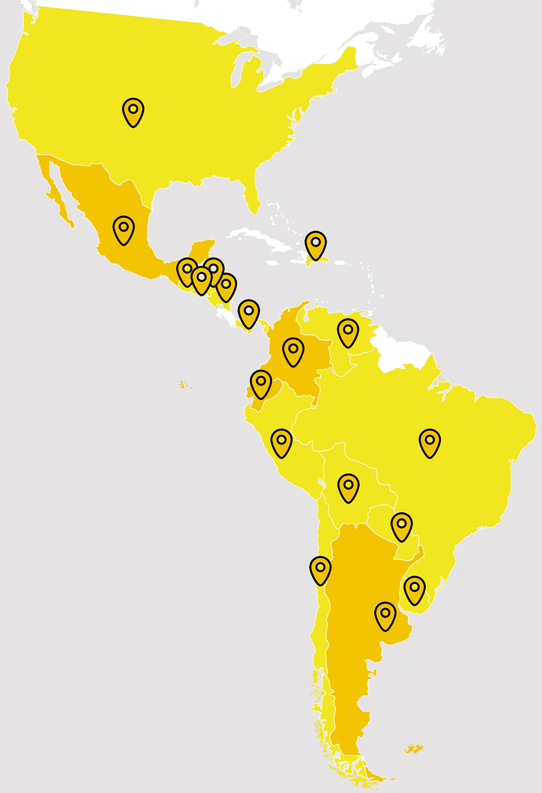
We are leaders in biotechnology from Argentina to the world.

1 logistics center

2 operating plants

3 subsidiaries: Colombia, Mexico and Ecuador

+50 countries



Algeria
Angola
Armenia
Azerbaijan
Argentina
Bahrain
Bangladesh
Benin
Bolivia
Brazil
Chile
Colombia
Congo
Côte D'ivoire
Dominican
Ecuador
El Salvador
Fiji Islands
France
Gabon
Georgia
Germany
Guatemala
Honduras
Iraq
Italy
Jordan
Kenya
Lebanon
Libya
Mexico
Moldova
Mozambique
Myanmar
Nicaragua
Nigeria
Panama
Paraguay
Peru
Spain
Sri Lanka
Sudan
Thailand
Tunisia
Uganda
United States
Uruguay
Venezuela
Vietnam
Yemen

In Buenos Aires, our corporate offices are located in Munro. In the Autonomous City of Buenos Aires, in Almagro, we have our active ingredient manufacturing plant, in West Bernal the Fill & Finish plant and in Quilmes our logistics center.

We also have subsidiaries in Colombia, Ecuador and a Joint Venture in Paraguay. Our projection for 2024 is that, after 18 months of start-up, Biosidus' headquarters in Ecuador will be able to manage its operations autonomously.

We started operations in Mexico in 2022 through agreements with local partners, taking advantage of the fact that the Mexican government opened an international tender process, in which we were able to participate through a logistics partner, Alternavida, with Somatropin 4 UI and Filgrastim, and were awarded an amount of approximately USD 7M.

In December, we began operating the Mexican subsidiary by signing an agreement with Mundipharma, a North American company with presence in Europe and emerging countries, which markets Folotyn (Pralatrexate), a product with high potential in the Mexican market.

Today, we see the growth of this subsidiary in commercial terms, with its own and licensed products, but also in terms of its structure, as it will support future business development in the coming years, with the concrete possibility of becoming the subsidiary with the highest growth at regional and global levels.

Since 2022, we have submitted the Filgrastim, Teriparatide and Erythropoietin dossiers to the regulatory agency of the Federal Commission for Protection against Health Risks (COFEPRIS, for its acronym in Spanish), hoping to receive the approval in the coming years and thus be able to include them in Biosidus' own product portfolio for commercialization in Mexico.

Our expansion model continues to consolidate, supported by profitability and sales growth in the region. Our growth goals are strengthened each year by new opportunities and business synergies, as well as to strategic alliances. This management of our international business prepares us for an all-time record in sales in 2024.

Our vision

To be leaders in biosimilars in emerging countries

Our mission

To contribute to improve people's health and quality of life by developing and manufacturing products that meet the highest international quality standards

Key achievements of our international business in Africa, the Middle East and Europe:

Algeria:

- Launch of Hemax 3,000 IU Approval of new Hemax 40,000 IU registration. First shipment to the Leno and Borte Armed Forces. In addition, we have local packaging approvals in this country and are moving forward with the establishment of the company in Algeria.

Tunisia:

- Record sales of USD 1.7B.

Libya:

- First transaction with the MSO (Purchasing Agency). We supplied Hemax 1,000 IU, 2,000 IU and 4,000 IU. Also, Blastoferon and Bioferon.

Sudan:

- First operations with a significant volume and amount of purchases, helping a country with no supply of medicines, due to the civil war in which it is immersed.

Yemen:

- We continued to supply despite the civil war.

Lebanon:

- We launched HHT 16 IU.

Iraq:

- First supply of Hemax 4,000 IU.

Moldova:

- For the first time, we launched Interferon Alfa 2 and Hemax 40,000 IU.

Fiji:

- Second year of HEMAX supply. We achieved GMP (Good Manufacturing Practices).

Azerbaijan:

- Registration and launch of HHT Pen, being the first HHT Pen market ex LATAM.
- We are expanding our business to new markets such as Armenia, Angola, etc.

We promote the growth of our international business

Key achievements of our international business in Central and South America and the Caribbean:

Mexico:

- Our subsidiary starts operations based on the agreement with Mundipharma.
- We maintained the Somatropin 4UI and Filgrastim business, extending it until 2024, representing a business of USD 5.5B in 2023 (an increase of USD 3.3B over 2022).

Dominican Republic:

- 25% growth over 2022, driven by the renewal of the PROMESE (Institutional Sales) contract with Erythropoietin 4000 and the recently launched products Erythropoietin 10, 20 and 40.

Venezuela:

- We launched the HHT Pen, selling approximately 2,700 cartridges and 300 devices. This prepares us for a 2024 with nearly 7,000 cartridges and around 350 patients, with prospects for further growth.

Peru:

- Our EPO 4000 IU was the bestseller in all Essalud dialysis centers. This has positioned us favorably to win the annual tender for all institutions in 2024 for approximately 460,000 units of EPO 4000 IU.

Colombia:

- 27% growth for the subsidiary, reaching sales of USD 6,700,000, exceeding the budgeted target by 10%. This result was mainly driven by the performance of Biosett (Teriparatide), which achieved sales of 34,858 units, thanks to its inclusion in the second largest insurer in the country.
- The signing of licensing agreements for Nordixate (Metrotexate SC) and Difolta (Pralatrexate), molecules allowing access to the hemato-oncology market and the launch of EPO 40,000, whose registration was obtained in 2023.

Ecuador:

- Launch of Osteofortil (Teriparatide), reaching sales of USD 70,000.
- Start of direct invoicing by Biosidus Ecuador, with the opening of 11 customers, a process that will allow Bio Ecuador to become autonomous in 2024.

In terms of international business, we project a historic record for the region in 2024

Our products position us as a key company in the global biotechnology field, applied to human health

Biosidus Products

Hemax®
(Recombinant human erythropoietin alpha (EPO))

Product used for the treatment of anemia, mainly anemia secondary to chronic kidney disease, anemia secondary to cytotoxic chemotherapy and anemia of myelodysplastic syndromes.

HHt®
(Recombinant growth hormone or Somatropin)

Recombinant growth hormone is used primarily in pediatrics for the treatment of short stature associated with the following causes: growth hormone deficiency, genetic disorders (such as Noonan Syndrome, Prader-Willi Syndrome and Turner Syndrome), idiopathic short stature, chronic kidney disease, baby born small for gestational age and intrauterine growth retardation. It is also used in adults with total or partial growth hormone deficiency and in AIDS wasting syndrome.

Neutromax®
(Filgastrim)

Widely used in oncology to stimulate the production of neutrophils (white blood cells) in patients who have received chemotherapy or bone marrow transplantation.

Osteofortil®
(Teriparatide)

Its main indication is in the treatment of severe osteoporosis in postmenopausal women, and in men with osteoporosis with a high risk of suffering a fracture, or in those people or who are receiving chronic glucocorticoid therapy and are at high risk of fracture.

Biosidus Products

Blastoferon®
(Interferon beta 1a)

and Escleroferon®
(Interferon beta 1a 30 mcg)

Used as immunomodulators for the treatment of relapsing-remitting and secondary-progressive multiple sclerosis with active disease. It is also approved for the treatment of isolated demyelinating syndromes.

Bioferon®
(Interferon alpha 2b)

Antiviral, immunomodulatory and antiproliferative for the treatment of hepatitis B and C, as well as for the treatment of some cancers (such as lymphomas and melanomas, among others).

Bioflora®
(Strains of the genus Lactobacillus and genus Bifidobacterum)

Probiotic used for the treatment of certain gastrointestinal disorders, traveler's diarrhea, infectious diarrhea and antibiotic-associated diarrhea.

Amilix®
(Azacitidine)

Synthetic molecule, used in oncohematology, for the treatment of myelodysplastic syndromes.

Bromadene®
(Bortezomib)

Synthetic molecule, used in oncohematology, for the treatment of multiple myeloma.

Sandoz Promotional Products

Hyrimoz®
(Adalimumab)

and Erelzi®
(Etanercept)

Immunology line, used for the treatment of autoimmune diseases (such as rheumatoid arthritis, psoriasis, ankylosing spondylitis and inflammatory bowel disease).

MMF®
(Mycophenolate mofetil)

and Tacrolimus®
(Tacrolimus)

Used to prevent rejection of transplanted organs.

Rixathon®
(Rituximab)

Used in oncohematology for the treatment of non-Hodgkin's lymphoma and chronic lymphocytic leukemia. It is also widely used in some autoimmune disorders (such as rheumatoid arthritis and psoriasis, among others).

Aclasta®
(Zoledronic acid)

Antiresorptive used for the treatment of osteoporosis and other bone disorders.

Treprostinil
(Trepsrostinil)

Used in the treatment of pulmonary arterial hypertension.

Omnitrope®
(Somatropin)

Same use as our HHT product.

Non-promotional products purchased under license from Sandoz

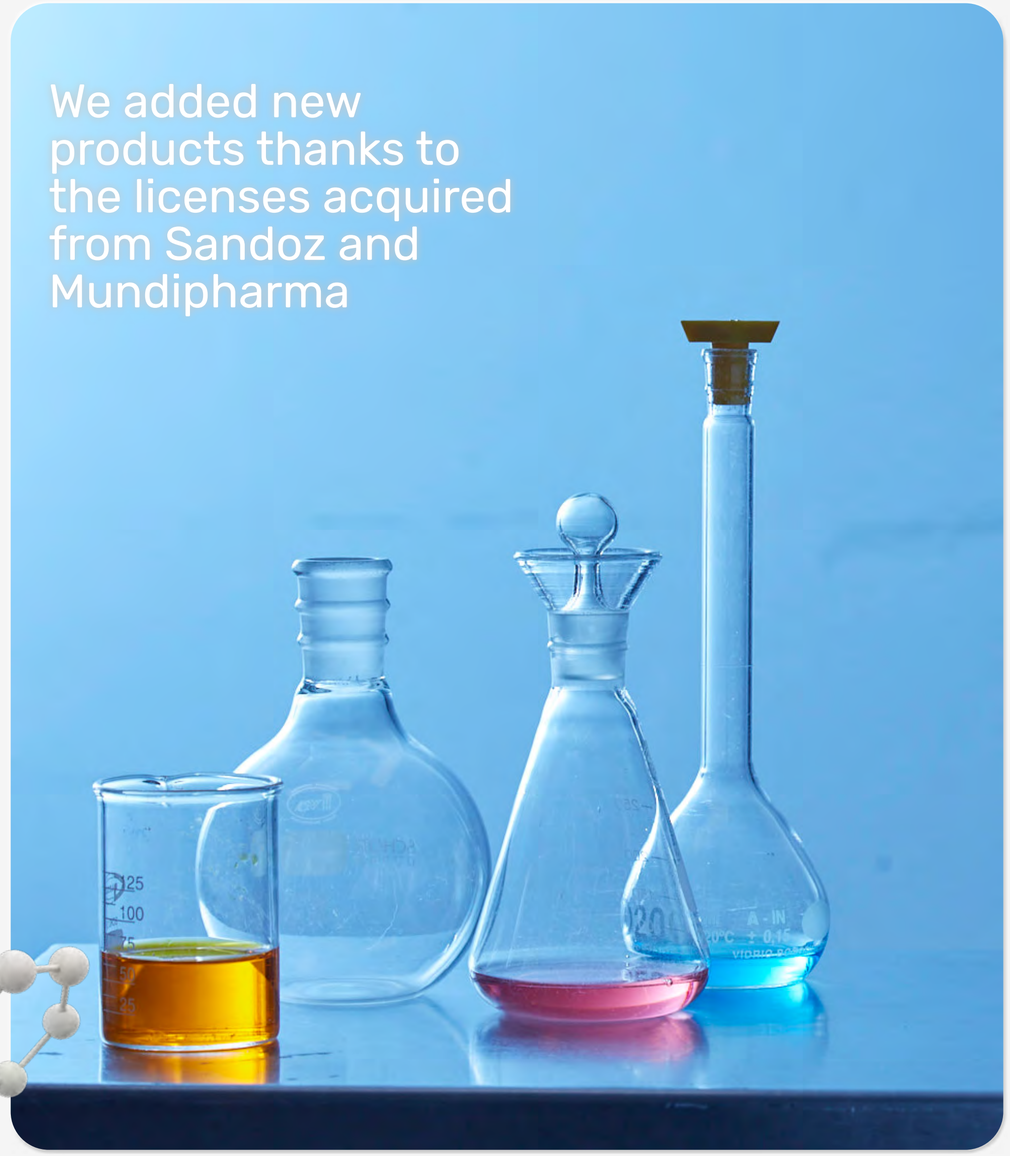
These products cannot be promoted to the medical community and their sale depends directly on the Access to Medicines area, to negotiate with pharmacies and payors, and on the Commercial Planning area, for access to tenders.

Stalevo (levodopa + carbidopa + entacapone) and Comtan (entacapone) as dopaminergic agents. As part of the negotiations with Sandoz, a license was also obtained for the marketing and distribution of the product Lectrum (leuprolide acetate), owned by Eriochem S.A. (also marketed by Sandoz prior to the agreement) for prostate cancer and precocious puberty. Voriconazole, Valganciclovir as an antifungal and antiviral, respectively, and Bioclavid (amoxicillin + clavulanic acid) as an antibiotic agent. Finally, we added Anafranil (clomipramine), an antidepressant, to the Sandoz line.

Other licenses acquired

Other products included, outside the Sandoz license, are: buprenorphine patches (Restiva®), from the license with Mundipharma; Pralatrexate under the trademarks Difolta®/Folotyn® for Colombia and Mexico, respectively; and Nordixate® (subcutaneous methotrexate) for Colombia, with potential expansion (in the short term) to other countries in the region. We also included the license for Abaloparatide (TymlosTM), granted by RADIUS for Colombia and approved in the European Union and the United States. All these products are being promoted in their respective countries.

licences



Our production process

Almagro plant

Process for the production of active agents for the manufacture of medicines

The processes involve the production of the active ingredient obtained by recombinant DNA methodology (Erythropoietin, Lenograstim, Filgrastim, Somatropin, Interferon Beta, Interferon Alpha 2a, Interferon Alpha 2b and Teriparatide).

This type of biopharmaceutical must meet all the comparability criteria to be used as a pharmacological agent, not only those corresponding to traditional drugs, but also the internationally accepted recommendations for identity, strength and purity of the biotechnological product.

The manufacturing process for products of biotechnological origin is divided into the following steps:

1

UPSTREAM

By means of bacterial fermentation or cell culture processes, a large quantity of the producing organism is obtained. At the end, the biomass containing the protein to be produced is obtained, which must be separated and purified for further processing.

2

DOWNSTREAM

A series of processes starting with the upstream material and ending with the obtaining of a high degree of purity, structurally and biochemically indistinguishable from the natural protein, and fully preserving its biological and therapeutic activity.

2.1. RECOVERY

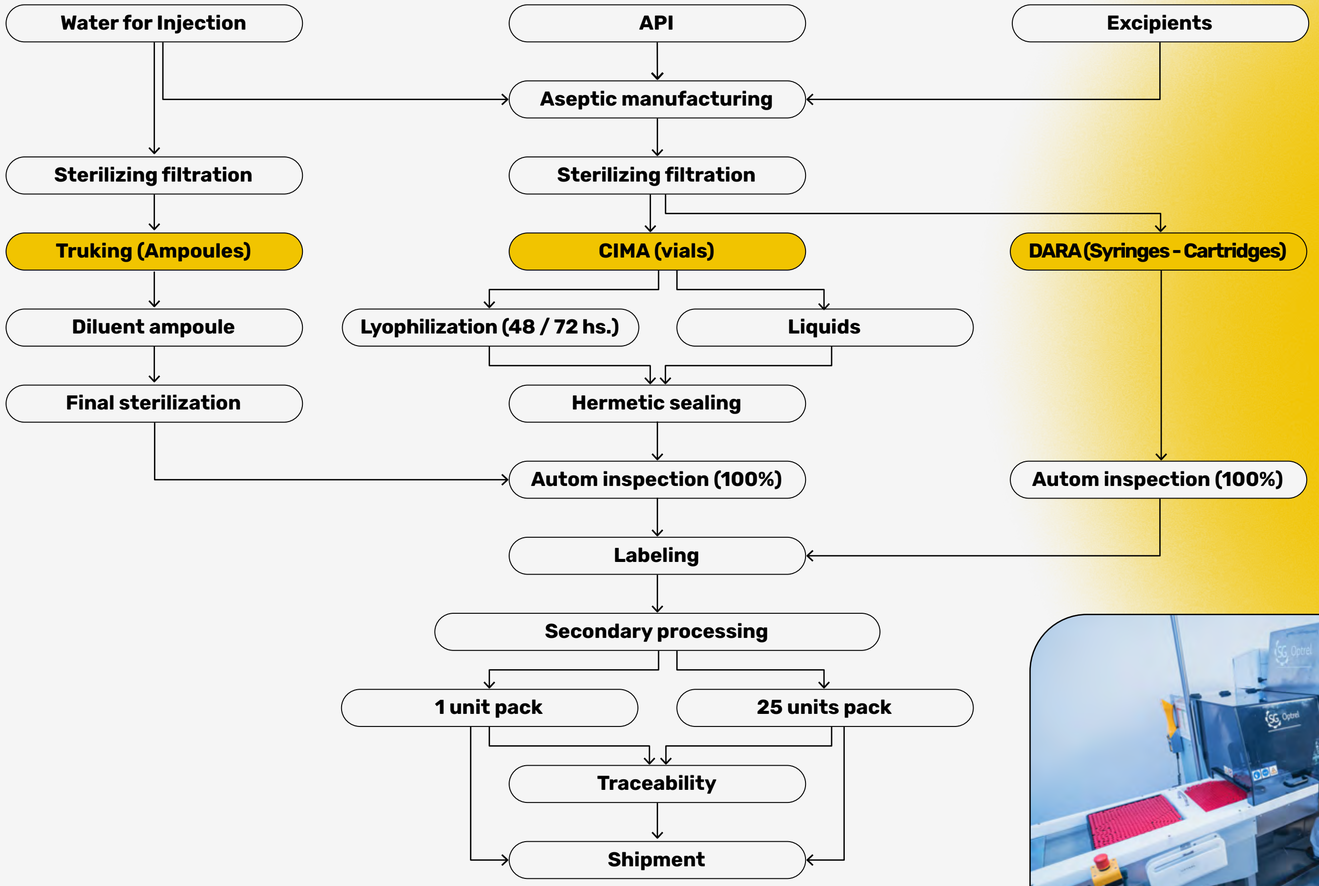
By means of various techniques such as filtration, centrifugation and precipitation, the upstream material is brought to specific conditions. The result is the “raw material” that is prepared for purification.

2.2. PURIFICATION

The raw material is purified using different chromatographic methods and ultrafiltration. The final product is aseptically filtered and fractionated and is known as “Concentrated Solution of Active Ingredient”.

Bernal plant

1. **Aseptic preparation:** The excipients (together with the active ingredient) are dissolved in water for injectables until the concentration indicated for administration is reached.
2. **Sterilizing filtration:** The previously formulated solution filtered through a filtration system that ensures a sterile solution is obtained.
3. **Aseptic fractionation:** The sterile solution is used to fill all the units that make up a batch. This operation is performed in equipment designed to maintain sterility.
4. **Lyophilization:** In the case of lyophilized dosage forms, the vials are subjected to the lyophilization process; this ensures the preservation of the products.
5. **Sealing:** Once lyophilized, the units are sealed to ensure the inviolability of the contents.
6. **Labeling:** The units are labeled indicating the content, lot number, date of manufacture and expiration date.
7. **Blistering - Cartoning:** The units are placed in blister packs, together with the different components that make up the presentation; they are then placed in a carton together with the package leaflet.



World-class quality

In order to comply with the highest operational and safety standards, we implement rigorous quality programs with international certifications; in this way, we guarantee the sustainability and safety of all operations through a program of internal and external audits.

In 2023, we successfully passed the maintenance audit of the ISO standards, which included a review of the processes of our two operating plants and the logistics center.

In this way, we renewed our commitment to the triple creation of value: social, environmental and economic, taking into consideration the characteristics of our operational management and the challenge that health care represents.

Our certifications:

- IRAM-ISO 14.001:2015 Environmental Management System
- IRAM-ISO 45.001:2018 Occupational Health and Safety Management System
- Certificate of Good Manufacturing Practices – ANMAT (National Administration of Drugs, Food and Medical Devices)
- Certificate of Good Manufacturing Practices for our production plants in Argentina, issued by the Ministry of Health of Libya
- RENPRE Certification to handle controlled substances (National Registry of Chemical Precursors)
- Alcohol Handling Certification issued by the National Viticulture Institute

We maintain our commitment to high reliability and efficiency through operational excellence

Alliances and recognitions that strengthen us

GRI 2-28

- **Supervielle Exporta Award:** In 2022 we were recognized for our technological innovation, best practices and internalization strategies, applied to exporting companies, through the acquisition of technology, know-how and managerial capacity. This award gave us the opportunity to participate in the #BusinessExperience2023 Industry 4.0 Program of @BusinessWeek, Barcelona, a networking and business experience that helps Latin American companies and entrepreneurs to create valuable links with the European market. Our Directors of Human Resources and Corporate Affairs and Commercial Operations, Africa and Middle East, represented our company in this training and business platform. Both also had the opportunity to visit the Barcelona Health Hub (BHH), the first technological association in Barcelona that brings together start-ups, established companies and investors to promote innovation projects in the field of digital health.
- **BritCham Argentina Recognition:** We received recognition for Leadership in Sustainability 2023, achieving third place in the Sustainability Report category, for the presentation of our 2022 report.
- **Social Ecumenical Forum Recognition:** We received the distinction corresponding to the 17th edition of the Latin American Award for Corporate Responsibility, for the presentation of our 2022 report.

We formed and forged several alliances to continue our productive evolution, and we consolidated our position as the largest biosimilars company in the country.

As part of this plan, we participated and/or were members of:

- Industrial Chamber of Pharmaceutical Laboratories (CILFA for its acronym in Spanish)
- Argentine Chamber of Biotechnology (CAB for its acronym in Spanish)
- Argentine Chamber of Pharma Chemical Producers (CAPDROFAR for its acronym in Spanish)
- Argentine Chamber of Commerce for Asia and the Pacific
- Chamber of Exporters of the Argentine Republic (CERA for its acronym in Spanish)
- Argencon Chamber

We are aligned with the following initiatives:

STATUTE | PRINCIPLE	FECHA	PAÍS | OPERACIÓN	GRUPO DE INTERÉS	ADHESIÓN
WEPs (Women's Empowerment Principles)	2020	Argentina, Colombia	Employees	Voluntary
Sustainable Development Goals	2020	Argentina, Colombia	Community	Voluntary
TRAUMA Foundation - *PASOS* Program	2021	Argentina	Community	Voluntary
Flor Foundation Sponsor	2022	Argentina	Community	Voluntary
Statement of Commitment to Zero Tolerance for Violence against Women	2023	Argentina	Employees	Voluntary

Innovation and knowledge

MATERIAL TOPIC
Innovation

SDG 9

BIOPHARMA ESG
Innovation

GRI 3-3

Research and development

We are committed to technological innovation in order to generate increasingly efficient and sustainable processes.

Through this approach, we invest in scientific and technical knowledge, strengthening continuous improvement. All of this is driven by an innovation strategy that focuses on leadership as a manager and facilitator of processes.

We prioritize innovation, working to improve our efficiency and sustainability

Trademarks and patents

SASB HC-BP-000.B

We have a patent and trademark (Industrial Property) area, which reports to the Regulatory Affairs and Pharmacovigilance Department. This area works together with the team of the Research and Development Department, the Business Development and the Legal and Compliance areas in the review of trademarks in terms of oppositions and conflict management.

It also supports the improvement processes and new developments and products in the company's portfolio.

At the end of 2023, four patents were in force. As for trademarks, 312 have been granted, and we have 43 new trademarks pending and 41 under renewal. In addition, the laboratory is focused on the development of new molecules for the treatment of orphan or low prevalence diseases, with three new trademarks granted in three countries.

Throughout our 40 years, we have achieved a total of 265 trademarks granted

Our innovations

Our innovation objectives are set by the Biosidus Board of Directors and are generally long-term projects. Each year, we define the objectives related to each project and assess compliance with the deadlines and the budget associated with the management.

During 2023, we completed the development of the Agalsidase Beta biosimilar (biosimilar to Fabrazyme) for the treatment of Fabry disease

We developed the Agalsidase beta product in its entirety, not only to supply the Argentine healthcare system, but also for potential export.

In addition, we implemented a working platform that allows the development of other biopharmaceuticals for the treatment of orphan lysosomal diseases. We also initiated the development of another lysosomal enzyme for the treatment of Gaucher disease.

These important developments will provide us with Agalsidase beta and other lysosomal enzymes that could be an alternative to current imports of these products.

How was the development process of Agalsidase beta?

The production of the active ingredient and its dosage form in lyophilized vial (finished product) first started on a small or pilot scale, and then commercial scale batches were manufactured under GMP standards, always complying with the quality standards for its use in humans. Subsequently, with all the information on the development of the product, we prepared the necessary documentation to complete the presentation to the regulatory authority for the approval of the registration.

It is important to mention that, during the development of this product, we conducted trials together with the renowned medical group led by Dr. Carla Hollak, from the University of Amsterdam (UMC), a world reference for the treatment of orphan diseases. In 2023, we published the results of our collaboration in an international peer-reviewed journal, endorsing the biosimilarity of Biosidus' Agalsidase beta (Drugs R. D., 2023 Apr 21. doi: 10.1007/s40268-023-00421-x).

After completion of the preclinical phase and with the generated material, we conducted a clinical trial in healthy volunteers (Phase I) with positive results in terms of biosimilarity compared to the innovator drug, both in its pharmacokinetic and pharmacodynamic behavior.

Remarkably, the Phase I study was selected for presentation at the 19th World Congress of Basic & Clinical Pharmacology, Edinburgh, Scotland (WCP2023).

The product is currently in its final phase of development, the Phase III efficacy and safety study.

Knowledge management

Through our Research and Development department, we drive technological innovation processes and integrate efficient management.

To this end, we focus on ensuring that people who join the company and, more specifically the Research and Development Department, without previous experience in the biotechnology and pharmaceutical industries, acquire specific knowledge and skills to perform their roles. The new employees have internal references to assist them in their induction and in strengthening technological developments in the biopharmaceutical field.

Our new product development processes are based on transparency and accountability, in full compliance with the laws, guidelines and regulations applicable to our industry. All our analytical tests to characterize and demonstrate biosimilarity are based on studies supported by the latest scientific research, using state-of-the-art equipment and technologies. These include Quality by Design guidelines, as described in the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH) guidelines.

The progress of the projects is communicated on a monthly basis at regular internal meetings between areas and the Chief Executive Officer of our company. Formally, progress is recorded in the annual performance management process.

Relocation of laboratories (R&D, Validation and QC)

During 2023, we moved the Research and Development, Quality Control and Validation laboratories to new facilities located within the Almagro production plant. The modernization of these spaces allows us to improve quality standards, as they have advanced equipment and meet all the requirements necessary to develop high quality products, in line with current regulatory standards.

This milestone will lead to the construction of a new space to update our product manufacturing technology.

Knowledge Economy

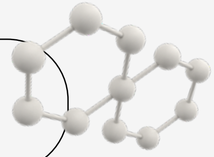
In 2022, thanks to the high volume of exports and investments, we were registered in the National Registry of Beneficiaries of the Knowledge Economy Promotional Regime, with a 10-year term and annual updates. These are instrumented through audits (accounting and technical) to demonstrate that we remain in compliance with the guidelines established within the framework of the requirements of the program.

This regime recognizes companies that carry out productive activities with information and advances derived from science and technology, in order to create value and offer society new products and services that can be used by all branches of production and improve the quality of life of people.

By being registered in the Register, we receive an economic benefit obtained, which translates into the monthly issuance of tax bonds (corresponding to 70% of the employer's contributions on the staff dedicated to the promoted activities).

We are convinced that public-private coordination is the key to promote the knowledge economy

1st Knowledge Economy Fair



Together with the Argentine Chamber of Biotechnology (CAB for its acronym in Spanish), we participated in EconAr, the first Knowledge Economy Fair in Argentina. This initiative, organized by the Secretariat of Knowledge of the National Ministry of Economy, brings together leading companies in technological innovation and young talents, entrepreneurs, CEOs of various organizations and academics, representing a strategic opportunity for our company.

During the event, workshops on technological innovation, biotechnology, scouting and specialized educational offerings were held.

Research promotion

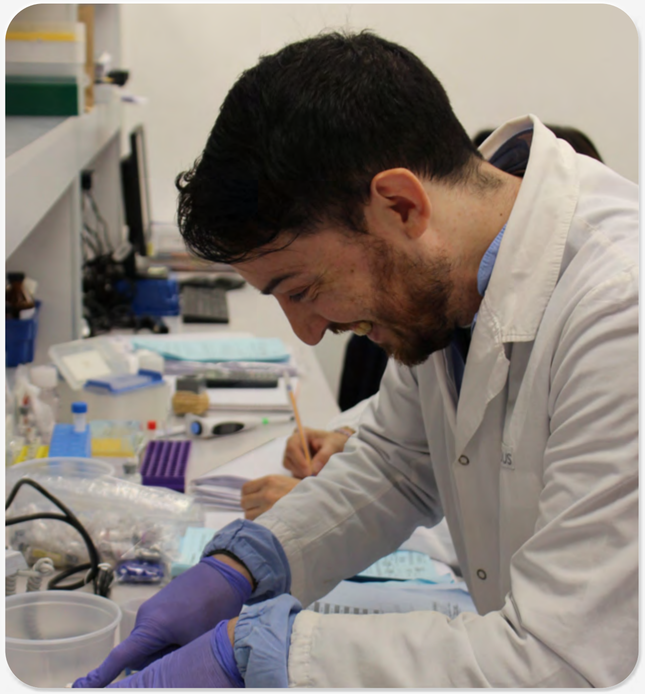
We promote our links with educational institutions and research centers, both national and international, in order to generate quality knowledge in the healthcare field, which will later be translated into innovations.

As part of these arrangements, we entered into an agreement with the University of Buenos Aires, through which 15 students had the opportunity to complete their internships at our plant and acquire practical knowledge related to their careers.

For further information, please refer to the Community chapter.

We share knowledge

Together with research institutions, healthcare organizations and associations, we promote the development of discussion and training meetings, where we can share our knowledge to promote improvements in diagnostics and patient treatment, and learn from best practices.



Main conferences and congresses in which we participated in 2023

Bio Argentina 2023

Organized by the Argentine Chamber of Biotechnology (CAB for its acronym in Spanish), it is attended by prominent personalities from the fields of research, entrepreneurship, start-ups, leading companies and the public sector.

Biosidus, as a sponsor of the event, participated in the tenth edition, which was held under the slogan “10 years Creating the Future”. This event gathered more than 800 people from different countries, who participated in conferences, panels and business rounds. During the activities, we had the opportunity to interact with key players in the scientific ecosystem and to continue to position ourselves as a leading biotechnology company.

Biosidus Grows VI

Organized by our Medical and Marketing areas, this event is a fundamental pillar of our strategy in the field of endocrinology. This year, the central theme was growth hormone in all its indications in relation to our HHT brand.

This federal initiative brings together young endocrinology specialists from across the country in an environment that fosters in-depth learning and networking. It takes place after the American Congress of Endocrinology, which is held in the United States, making it an important platform to share with young people the latest advances and novelties presented at the event.

During the meeting, participants have the opportunity to attend lectures given by opinion leaders, which enriches their knowledge and encourages the discussion of clinical cases.

Highlights included the presentation of clinical cases by 35 health professionals, which generated a valuable exchange of opinions and experiences, and an introductory session on biosimilars by our Medical Director, which provided attendees with an updated view of this important area of medicine.

In this way, we continue to make an important contribution to continuing medical education and add value to society by promoting the exchange of knowledge and the improvement of medical care.

CPHI Barcelona 2023

We participated in the CPHI (Convention on Pharmaceutical Ingredients) Worldwide 2023, which was held in the city of Barcelona, Spain, generating presence with an important stand. The fair is the most important event of the pharmaceutical industry worldwide, bringing together professionals, companies and organizations from all sectors, including pharmaceutical laboratories, API (Active Pharmaceutical Ingredient) manufacturers, equipment suppliers, service companies and commercial distributors, among others.

During the event, we strengthened our relationships with our existing customers, closing new deals and reinforcing our ties. At the same time, we made valuable business contacts through networking activities, identifying business opportunities and potential new customers. Another important reason for attending CPHI is the remarkable global visibility it generates for our company.

For 2024, we have a new participation that will take place in the city of Milan, Italy. There, we will seek to excel and consolidate our position as one of the major players and leaders in the manufacturing, research and commercialization of biosimilar pharmaceutical products for chronic and disabling diseases, thereby facilitating access to costly treatments for millions of patients.

Congresses, conferences and courses

	COURSES AND CONGRESSES	ENDOCRINE-METABOLIC LINE	ONCOHEMATOLOGY LINE	SANDOZ LINE
Argentina	⊕ Family Planning Management in Neuroimmunological Diseases. ⊕ Hands on in MS Day. ⊕ Intrahospital MS Dissemination and Clinical Case Discussion Conference. ⊕ Participation in the 19th World Symposium on Lysosomal Depository Diseases. ⊕ Participation in the ECTRIMS (European Committee for Treatment and Research in Multiple Sclerosis) Congress. ⊕ Participation and sponsorship in the 25th Argentine Health Congress, organized by ACAMI (Civil Association of Medical Activities), within the framework of the financing of the Argentine healthcare model.	⊕ Participation in International Congresses with face-to-face and virtual professional fellowships on endocrinology and metabolism: ENDO (American Society for Endocrinology), ESPE (European Society for Paediatric Endocrinology), IMPE (International Meeting of Pedriatic Endocrinology), ECE (European Society of Endocrinology), IOF (International Osteoporosis Foundation), ASBMR (American Society for Bone and Mineral Research). ⊕ 2nd International Congress of the Argentine Menopause and Andropause Association and Symposium on "Osteoporosis in Men and Women", in the city of Bariloche. ⊕ Presence with fellowships in the SAO (Argentine Society of Osteoporosis), AAOM (Argentine Association of Osteology and Mineral Metabolism) course. ⊕ Participation in the Congresses of SAEM (Argentine Society of Endocrinology), SIBOMM (Iberoamerican Society of Osteology and Mineral Metabolism) and SAR (Argentine Society of Radiology) ⊕ Participation with fellowship in CEDIE (Endocrinology Research Center. ⊕ Specialization courses and fellowships in Osteology at the Hospital Italiano of the city of Buenos Aires. ⊕ Spine Conference held in the city of La Plata. ⊕ Fellowships in IDIM (Institute of Diagnostic and Metabolic Research) Master's Degree. ⊕ Bone Metabolism Conferences in Buenos Aires and in the interior of the country. ⊕ Series of conferences on "Anabolic therapy as an adjunct to spinal surgery" in the City of Buenos Aires, Greater Buenos Aires and the interior of the country.	⊕ Participation with face-to-face and virtual fellowships in EBMT (European Society for Blood and Marrow Transplantation), EHA (European Hematology Association) and ASH (American Society of Hematology) congresses. ⊕ Participation in NEA, NOA and GHS Group Conferences. ⊕ Presence in GATMO, SAH Congresses. ⊕ Activity at the Oncohematology Conference in Córdoba. ⊕ Series of lectures in the country. ⊕ Sales force training.	⊕ Aclasta and Rixathon training. ⊕ Aclasta lectures associated with the bone metabolism line. ⊕ Rixathon lectures in the oncohematology line. ⊕ Development of promotional material for Aclasta and Rixathon. ⊕ Tacrolimus Sandoz, MMF Sandoz training by Dr. Gustavo Laham. ⊕ Erelzi training. ⊕ Management of Hidradenitis Suppurativa, by Dr. Fernando Gato. ⊕ Roundtable, lecture in Mendoza for Rheumatologists and Dermatologists, for the management of RA and Psoriasis with Biosimilars.
Colombia	⊕ XI International Course on Geriatric Orthopedics and Traumatology. ⊕ 12th International Symposium on Arthritis. ⊕ XVIII Biennial Course on Rheumatology Update - CURBAR 2023. ⊕ XXIX National Congress ACMI (Colombian Association of Internal Medicine).	⊕ National Congress of Endocrinology 2023 -ENDOCONGRESS. ⊕ 12th National Congress ACOMM (Colombian Association of Osteoporosis and Bone Metabolism). ⊕ V South Colombian Congress of Endocrinology. ⊕ Biosett Symposium, more than 10 years treating osteoporosis. ⊕ Osteoporosis up to date course/workshop.		

In addition, we supported and sponsored the following initiatives open to the medical community:

- Endocrinology and Bone Metabolism, Oncology and Oncohematology Area: we supported more than 250 health professionals, so that they can attend national and international scientific meetings, promoting their training and permanent professional updating.

- We sponsored the educational program of the Association of Argentine Journalism Entities (ADEPA for its acronym in Spanish).

- Series of conferences: organized by our company, both in the interior of the country and in the city of Buenos Aires, focusing on myelodysplastic syndrome and transplantation, among other topics.

- We contributed to the educational program of the Argentine Group for the Treatment of Acute Leukemia (GATLA for its acronym in Spanish).

Together with Sandoz, we supported the Civil Association for Psoriasis Patients (AEPSO for its acronym in Spanish), in their annual psoriasis awareness campaigns throughout the country, congress for patients and the many activities they carry out throughout the year.

We also participated in the series of lectures on Me.Up in Mar del Plata, La Plata and Córdoba, where Dr. Rubén Schiavelli (together with Lic. Lucía Bourdieu) shared the experience of using the patient application, highlighting the importance of treatment adherence in the different nephrology and transplantation services in the country.

Access to and safety of medicines

MATERIAL TOPIC
Access to and safety of medicines

SDG 3

SASB HC-BP-240a.2

GRI 3-3, 416-1

BIOPHARMA ESG
Access to healthcare and medicine pricing 13, Product quality and patient safety

Regulations governing our business

From the Regulatory Affairs (RA) area, we seek to be constantly updated on the regulatory process and the different regulations of our industry, of the National Administration of Drugs, Food and Medical Devices (ANMAT), the regulatory agency of the Pharmacovigilance System in Argentina, and of the agencies in more than 50 territories where our products are marketed.

This thorough and deep knowledge of regulatory matters is the technical and legal framework that frames our relationship with the different governmental agencies with which we interact in order to register and market our products with the highest quality standards in the different countries.

Part of our daily work is to monitor potential risks and take the necessary actions to prevent them, in order to ensure safety, trust, health and well-being

We are a cutting-edge company that works every day to achieve the highest quality standards

We align our management with international standards, such as:

- ICH Guidelines: E2A; E2B; E2C; E2D; E2E; E2F
- EMA, Volume 9A. The Rules Governing Medicinal Products in the European Union. Guidelines on Pharmacovigilance for Medicinal Products for Human Use
- FDA Guidance for Industry. E2E Pharmacovigilance Planning. U.S. Department of Health and Human Services. Food and Drug Administration. Center for Drug
- Good Pharmacovigilance Practices for the Americas of the PARF Network.
- Technical Document No. 5 of the Pan American Network for Drug Regulatory Harmonization.

In addition, we adhere to national, regional (MERCOSUR) and international trends that govern the safety and efficacy of our products and treatments.

Pharmacovigilance

Our goal is to maximize the efficiency and reliability of our products

Our Pharmacovigilance department, part of the Regulatory Affairs Department of the organization, is made up of health professionals and analysts dedicated to preparing reports and receiving adverse events to monitor and report on the performance of our products in the market.

This department works with the support of other areas of the company, such as the Patient Support Program (PSP) and Clinical Research, in order to ensure the safe use of our products and their proper marketing in compliance with various regulations.

To report an adverse event or any concern about the safety of our medicines, we have different channels and contact lines, in addition to the communications we receive from the Patient Support Program, our sales network, medical and scientific professionals,

and our partners around the world. Based on this information, we prepare adverse event reports that include local information and information from different countries, and that comply with current and applicable data confidentiality regulations, as well as international guidelines and platforms such as MEDDRA and WHODRUG.

Commitments are made with the local regulatory authority and licensees. To this end, Pharmacovigilance has data collection schemes. All this information is used to complete the ANMAT Adverse Event Report form.

This implies a permanent monitoring of the efficacy and safety of our products during their development phase; furthermore, to ensure the quality of the process, we undergo different audits at each phase. These audits may come from ANMAT, licensees or internal initiatives.

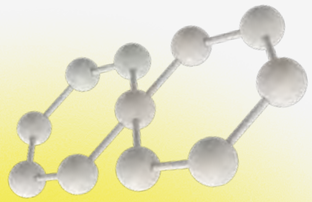
In the case of ANMAT, we comply with all audits required by the regulatory authority. As a result of external audits, we open Corrective or Preventive Actions (CAPAs), which are the initiatives taken to prevent or eliminate the cause of a non-conformity or other undesirable situation. To this end, meetings are held to review Standard Operating Procedures (SOPs) and Key Performance Indicators (KPIs).

In 2023, we were audited by the consulting firm IPRAT, with a focus on process improvement

Modifications to the Pharmacovigilance system are subject to corporate decisions, local regulatory authority decisions and Global Pharmacovigilance requirements. This area provides support for cases described in the package leaflet and/or bibliography, as well as for cases not described, which constitutes a comprehensive follow-up of adverse events that occur during treatment with our products.

If necessary, an intensive Pharmacovigilance procedure is also carried out, which consists of listing and monitoring patients taking products with specific ingredients. In these cases, the package leaflet, brochures and information for professionals must state that the medicine is subject to intensive pharmacovigilance and provide contact numbers for adverse events not described in the product.

All our products are constantly monitored for safety, efficacy, quality and proper use according to pharmacovigilance regulations



Contact lines

We have contact lines for those who wish to make a complaint, query or claim regarding the effects of our products, and they are open to people related to them, such as health professionals or pharmaceutical staff, patients and family members.

***Bio Es Vida* Line**
0800-666-2527
bioesvida.com.ar
bioesvida@biosidus.com.ar

With the commercialization of the growth hormone treatment Omnitrope (from the Sandoz Group), an exclusive contact line was opened to facilitate communication.

***Bio Es Vida* Line**
- Omnitrope
0800-333-8338
bioesvida.com.ar
bio45@biosidus.com.ar

This line distinction was made to avoid conflicts of interest between Biosidus' growth hormone (HHT) and Sandoz' somatropin (Omnitrope).

In 2023, we analyzed the reasons for patient contact and, through the Patient Support Program, the following cases were reported:

1,038 adverse events reported, opened:

7 of Hemax/ Hypercrit	2 of Agalsidasa (serious adverse events reported during the Phase III Clinical Trial)	
4 of Biomonar	2 of Neutromax	784 of Osteofortil
70 of Blastoferon	25 of Escleroferon	144 of HHT

Note: The Omnitrope PSP was transferred on January 12, 2024. The quality assurance events for this product are in the Biosidus quality area (without going through the PSP).

Patient Support Program

Among the reports notified during the period covered by this report, 14 non-conformities related to the health and safety effects of our products were reported.

In addition, we started to receive calls from the Sandoz product line. The Novartis PSP (original marketing holder) received the calls and forwarded them (via e-mail) to the Biosidus Pharmacovigilance department, which was responsible for properly reporting them to ANMAT, sending them to Sandoz and entering them into the database.

Of all the adverse events received for these products, 5 non-conformities related to health and safety impacts were reported. These were related to a break in the cold chain of the product, resulting in a whitish appearance. Other cases were due to a delay in the delivery of the medication or non-compliance with the frequency of product administration.

The Patient Support Program also receives complaints due to product and/or medical device failure. Likewise, a telephone follow-up is carried out by the PSP to manage the recovery and delivery of an additional unit to replace the medication or device that failed.

During the reporting period, the PSPs of Argentina and Colombia received 17 quality complaints, of which only 4 were valid and related to the products Hypercrit (1), HHT PEN (2) and Osteofortil (1). These non-conformities are related to: uncoded label, turbid content, missing unit and empty units. The remaining claims were considered invalid because it was not possible to verify the defect that caused them.

It should be noted that Sandoz's Tenofovir (TEN-EMT) is among the products on the World Health Organization's (WHO) List of Prequalified Medicinal Products, as part of its Prequalification of Medicines Program (PQP).

The WHO Prequalification of Medicines Program ensures that medicines supplied by procurement agencies meet acceptable standards of quality, safety and efficacy.

Clinical trials

For all clinical trials, there are different ethics committees, one for each research center, to ensure the safety and ethical treatment of participants

As part of the product innovation and development process, we conduct clinical safety and efficacy studies to establish specifications in accordance with the safety limits established by regulatory agencies.

At Biosidus, we guarantee ethical treatment from the beginning of the process, when volunteers and patients who enroll in clinical trials sign the informed consent form.

Responsible communication

MATERIAL TOPIC
Responsible communication

SDG 12

SASB HC-BP-270a.1, HC-BP-510a.2

GRI 3-3, 417-3

BIOPHARMA ESG
Clinical Trials

Our added value, in order to guarantee the correct use of pharmaceutical products, is to provide the necessary information about our product portfolio, as well as to support the continuous scientific training of health professionals.

We have a Communication Policy defined by the areas of Medical Management, Legal and Compliance, Marketing and Regulatory Affairs. It establishes the guidelines and definitions that govern all communications about our products and services, which are subject to quality controls to ensure their integrity and clarity.

The communications, particularly those aimed at the medical staff, are prepared by the Marketing area (together with the Medical Affairs area), and are sent via e-mail so that the leaders of each of the areas can review them and approve them or send suggestions for changes. After approval by all areas, the information is shared with the target groups.

The information reaches health professionals through Pharmaceutical Sales Representatives, providing an agile communication channel available to address their concerns.

In addition, our PSP team, made up entirely of health professionals, provides information and support to patients and their families who are being treated with the company's products, interacts with each patient in a personalized way, both in person and virtually, and generates educational content and material. It also promotes access activities to help patients and their caregivers quickly obtain the products prescribed by their treating physician.

We have a telephone line and an e-mail to receive claims or complaints from medical staff or patients, as described in the "Access to medicines" section.

In 2023, we promoted the Continuing Medical Education Program (CME), aimed at health professionals in institutions and medical centers, providing updated treatments for different pathologies. In this way, medical staff are provided with tools that allow them to improve the health and quality of life of their patients. This program was directed to the following therapeutic lines: Bone Metabolism, Endocrinology and Oncohematology.

In addition, we carried out lectures in different hospitals for medical staff and health professionals treating pediatric patients with an indication to use the HHT pen growth hormone. The objective was to inform about the tasks carried out by the PSP, as well as to provide training on the operation of the reusable dosing pen.

ANMAT Provision 6677/2010 establishes measures to protect the rights and safety of trial participants. **The investigator and the sponsor are responsible for ensuring that each participant has access to his/her own information, and to the results of the study as soon as they become available. In addition, they must ensure that the participants' right to confidentiality is respected at all times.**

As part of the informed consent process, participants are informed that the confidentiality and privacy of their personal records will be respected (in accordance with Law No. 25,326 on Personal Data Protection). It is also specified that certain groups (such as the United States Food and Drug Administration (FDA), the European Medicines Agency or other Health Authorities, the National Administration of Drugs, Food and Medical Device of Argentina (ANMAT), the sponsor or its representatives, institutional or independent ethics committees, the Provincial Ministry of and/or its regulatory agencies) may access or copy the research records for quality control or analysis of the study data.

Marketing and labeling

GRI 417-1, 417-2

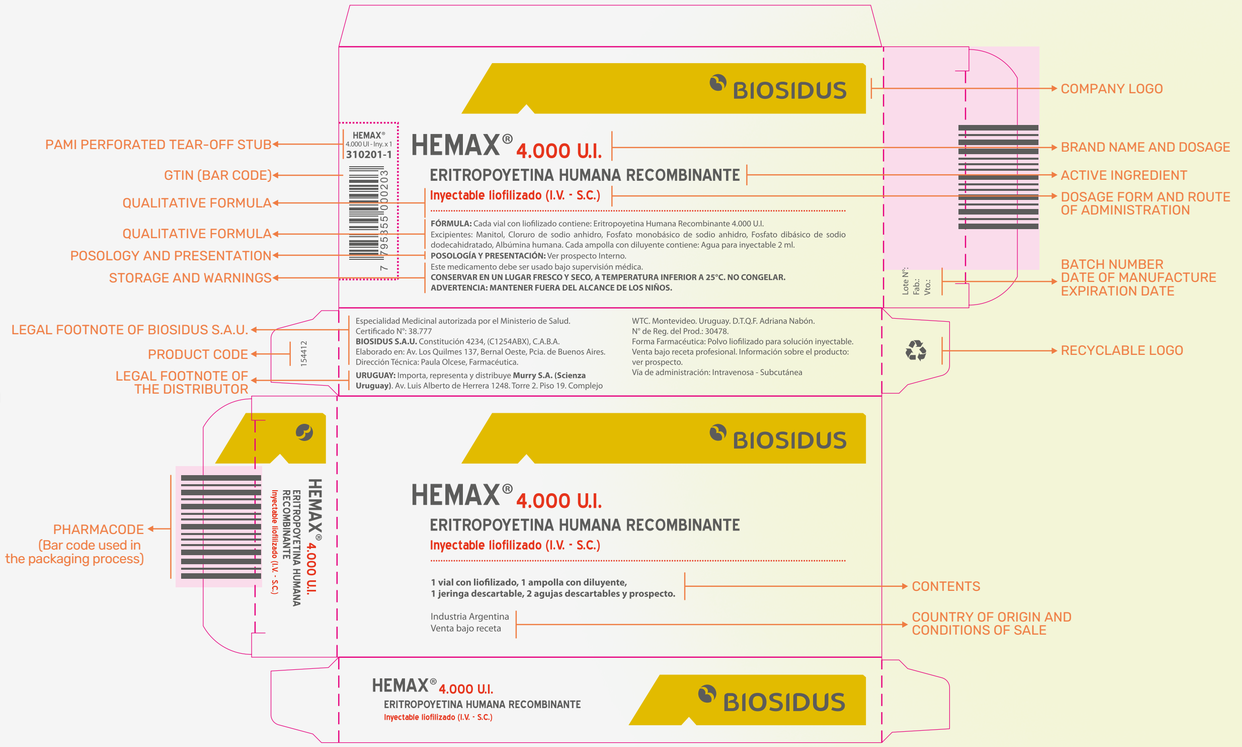
We comply with global regulations (regarding product labeling) and are committed to responsible labeling.

The primary (packaging and labeling) and secondary (cartoning and coding) packaging procedures of all our products comply with the local Good Manufacturing Practices Guidelines (Disp. 4.159/23 of ANMAT) and the local Good Pharmacovigilance Practices Guidelines (Disp. 5.358/12 of ANMAT), as well as with the guidelines of the countries where we market them.

Regulatory authorities specify the content of labels, boxes and package leaflets and the information that must be provided to patients to ensure the safety and efficacy of our products. The minimum data and information that must be included in the package leaflets are as follows:

- Qualitative-quantitative formula
- Dosage form
- Description
- Composition
- Therapeutic action
- Indications
- Therapeutic use and posology
- Pharmacological action
- Clinical efficacy
- Dosage and routes of administration
- Contraindications
- Adverse reactions
- Warnings/Precautions
- Overdose
- Presentation/Conservation and storage conditions
- Personalized customer service line
- Date of the last authorized revision of the package leaflet
- Legal footnote with Laboratory data, Certificate, Authorization No. and responsible Technical Direction

Minimum package information



Information for patients

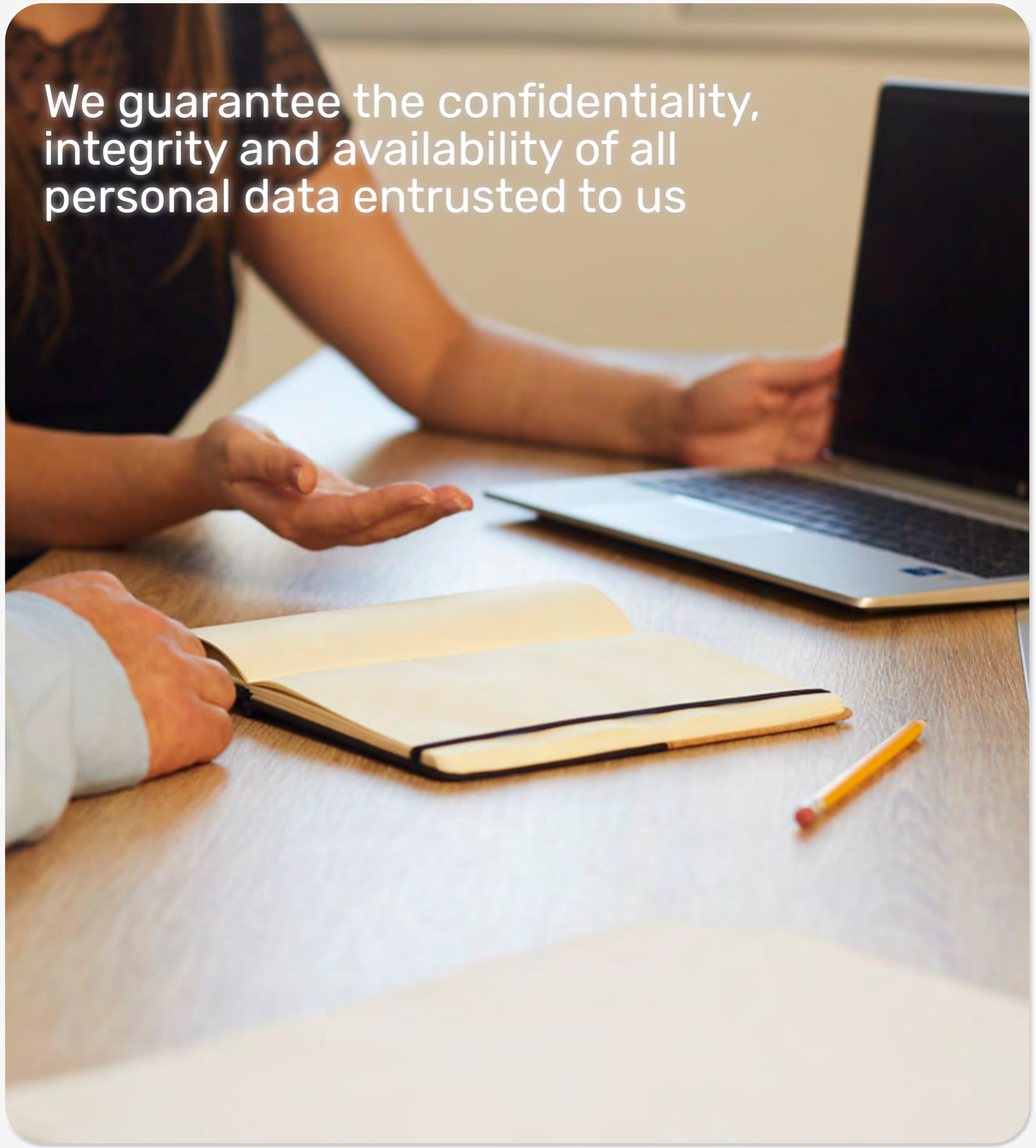
We take care to propose improvement actions that lead us to total efficiency and, fundamentally, to be close to the interest of customers and patients. We customize the content of the package leaflet with a more understandable language, in order to collaborate with its interpretation. This information is approved by the local health authority and, additionally, validated in the countries where the product is registered.

Any change made and approved by the appropriate agency is indicated either in the dossier history or by issuing provisions associated with the change.

We update the package leaflet or patient information in the following cases:

- Application for registration of a pharmaceutical or vaccine product, whether or not it is a new molecule.
- Newly recognized risk for the original molecule.
- Changes to the registration: whether it is a new dose, pharmaceutical form, route of administration or manufacturing process.
- New therapeutic indications or suppression of others, as well as drug interactions found in the literature reviews.
- Identification of new safety issues as requested by the regulatory authority.
- Addition of relevant information for patients.

In 2023, there were no significant cases of non-compliance related to impacts on product communications and/or marketing, as well as no cases related to labeling and printing of leaflets.



Information security

GRI 418-1

There were no substantiated complaints about privacy violations and leakage of customer data

Our Patient Support Program is led by the Medical Management area. It has a team made up of a group of specialized nurses, telephone representatives and a medication access representative, who are supervised by a coordinator who, in turn, reports to the management of the area.

In accordance with current and applicable regulations, all persons entering the PSP must sign a consent form, which is available on the program's website (www.bioesvida.com.ar). The statement explicitly and in detail informs about the personal data we process and the purposes for which we do so.

The services included in the program are: training in the correct use of medication for patients and family members, support to access treatment in a timely manner, home delivery of kits with useful materials, continuous follow-up of treatment by telephone and delivery of gifts on special dates

All patient queries, complaints and claims are received through the contact points of our Bio Es Vida line, and in all cases we carry out the investigation of the cause and define the corresponding corrective and preventive action plan, together with the Pharmacovigilance and Quality Assurance sectors, as appropriate.

Advertising

SASB HC-BP-270a.2

At Biosidus, we comply with the local ANMAT regulations and follow the international recommendations from organizations such as the WHO regarding the promotion, advertising and publicity of medicines.

Our medicines are sold exclusively under medical prescription, and their sale remains under medical prescription on file. Advertising of this type of medicine to the general public is prohibited, and any communication to the medical and/or pharmaceutical community must not induce irrational prescribing or dispensing.

It is also forbidden to promote any indication or attribute of a medicinal product that has not been expressly authorized by ANMAT.

Our goal is to offer products and services that contribute to improve health; therefore, we seek to build trust with all our stakeholders and provide clear, accurate and reliable information. To this end, we have established our website and our toll-free telephone line as open spaces to maintain fluid communication with health professionals and patients.

Environmental management

SDG 7, 8, 11, 12, 13

MATERIAL TOPIC
Environmental footprint

BIOPHARMA ESG
Environmental impacts

Our footprint on the planet

Given the specific characteristics of the sector in which we operate and the fundamental role we play in society, we consider it essential to promote and assume a solid commitment to compliance with quality, environmental, safety and health requirements, both those established by our company and those agreed with our customers, as well as the applicable legal and regulatory requirements and other commitments we undertake.

Our Quality, Environment and Occupational Safety and Health Policy, which is part of our Integrated Management System (IMS), formalizes this commitment and details the working guidelines that support it. This policy is available on our corporate website and in all our internal communication channels, ensuring that our internal and external staff have access to it.

The responsibility we assume translates into providing services of the highest quality, always seeking to exceed patient expectations. Internally, we build a collaborative culture that encourages and facilitates the participation and consultation of those who work in the company. We also train and carry out preventive activities, so that our people can perform their work safely, preventing and reducing adverse effects on their own health, safety or physical condition, that of their colleagues, our customers and anyone who interacts with our operations.

In addition, we develop environmentally friendly processes, preventing and reducing negative impacts and promoting its protection. We strive to optimize the consumption of natural resources, thereby actively participating in the preservation and protection of the environment for future generations.

In 2022, we certified our plants and logistics center to IRAM-ISO 14001:2015 standards for the Environmental Management System. In 2023, we had our 1st successful maintenance of certification audit

As established in our policy, we work to minimize and prevent the harmful environmental impacts that our activities, products and/or services may cause, as well as undesirable impacts or occupational risks, and deviations with respect to the quality of the service provided.

We have an Environmental Aspects and Impacts Matrix, which was developed under the ISO 14001 standard, which identifies the most significant environmental impacts and the control measures implemented to control and/or reduce them.

We carry out internal tours, process audits and findings of external audits of the IMS, which we use as input to keep the environmental aspects and impacts matrix up to date and to identify the most significant aspects for our organization.

Based on the results of these analyses, the necessary operational control measures are implemented in order to eliminate or reduce the negative impacts to tolerable levels and, where possible, to increase the positive impacts.

In addition, since we are certified, maintenance audits according to ISO Standards are our main evaluation and control mechanisms.

"Our actions and forward-looking commitments continue to pave the way for transformation in support of the 2030 Sustainable Development Goals"
Mariano de Elizalde, Chief Executive Officer of Biosidus

Water and effluent management

GRI 3-3, 303-1, 303-2, 303-3

-7.5%

In 2023, we achieved a reduction in water consumption at our plants

We are fully aware of the importance of preserving water resources in the current context and of the serious impact that water pollution can have on the environment and human health.

In the pharmaceutical industry, our production processes require the significant use of this natural resource, as it is essential for our operations at the Bernal plant. For this reason, we are committed to minimizing our water consumption and its environmental impact, implementing preventive and corrective measures on an ongoing basis.

We strive to reduce water waste in our manufacturing and cleaning processes, using environmental impact matrices to analyze and evaluate potential additional improvements. In accordance with our investment plan, water recovery equipment was installed in the service facilities (reverse osmosis and pre-treatment) at the Bernal plant, resulting in a saving of 150 m3 of water during the year.

In our facilities, we installed automatic faucets in bathrooms and changing rooms to control and minimize water consumption in these areas, thus demonstrating our commitment to the conservation and responsible use of this vital resource.

To ensure the quality of the water used in our processes, we obtain purified water and water for injectables through rigorous reverse osmosis and distillation processes, respectively. Water is supplied by the Argentine Water and Sanitation (AySA for its acronym in Spanish) company, while the resulting waste (from our processes at the Bernal plant) is sent to a gauging chamber without additional treatment, since its composition does not require prior treatment. It is important to note that our operations are not carried out in water-stressed areas.

Our Almagro facilities have an effluent treatment plant that complies with the permitted discharge values for chemical oxygen demand (COD), biochemical oxygen demand (BOD), nitrogen and phosphorus, among others.

In 2023, no non-compliance was recorded with respect to the discharge criteria defined by the control agencies (ACUMAR and/or AYSA).

By 2024, we plan to install flow meters in order to obtain more precise data on the volume of effluents discharged, which will allow us to identify areas for improvement regarding its management.

WATER CONSUMPTION (ML= MEGALITERS)	2023	2022	2021
Freshwater withdrawal by source			
Third-party water			
Bernal plant	40.14	42.33	52.03
Almagro plant	26.06	28.72	28.72
Total	**66.20**	**71.06**	**80.76**

Energy and air quality management

GRI 3-3, 302-1, 302-3, 305-1, 305-2, 305-4, 305-7

As in any industrial activity, energy is an essential element for the development of new products and the automation of production processes.

Regarding the type of energy we use, 90% of the production and service processes in our plants require electric power. In this sense, in the reported period, we incorporated a higher power transformer to feed a future expansion of the capacity of our Almagro plant.

In terms of fuel consumption, natural gas stands out, as it is used in the sterilization processes that are essential for achieving product quality standards. On the other hand, diesel oil is only used for generators that are only used in the event of a power outage.

With the aim of reducing energy consumption and associated greenhouse gas emissions, at Biosidus we have implemented an investment plan to upgrade our equipment, opting for models with higher performance, efficiency and advanced technology that consume less electricity.

In 2023, we achieved an energy reduction by incorporating a vial labeling machine (900 kW/h) and a vial washer (600 kW/h). We also reduced the emissions generated and gas consumption thanks by installing pressure regulators in the natural gas plant for the blister filler at the Bernal plant, and by modifying the igniters of the industrial boiler at the Almagro plant.

100%

replacement of lighting fixtures at all locations with LED technology, which resulted in lower consumption and improved performance

-2%

Thanks to the replacement of equipment in 2023, we achieved a reduction of 1,500 kW/h and 2% in gaseous emissions in the year

ENERGY CONSUMPTION BY SOURCE [1] (MJ= MEGAJOULES)	2023	2022	2021
Non-renewable			
Electricity	24,998,803	24,340,608	20,055,592
Natural gas[2]	15,015,710	17,392,035	15,351,659
Diesel oil	46,000	46,000	46,000
Total energy consumed	**40,060,513**	**41,778,643**	**35,353,251**

[1] No renewable energy consumed.
[2] Conversion factor according to Resolution ENARGAS 259/08, Annex I. Reference value of 9,300 kcal/m3: Natural Gas (1m3 = 9,300 kilocalories), Gasoil (1l = 8,616 kilocalories) and by convention: 1 kilocalorie = 4.184 Kilojoules. 1MJ= 1,000 KJ).

ENERGY INTENSITY	2023	2022	2021
Total energy consumed (MJ)	40,060,513	41,778,643	35,353,251
Units produced (thousands)	35,000	33,000	22,000
Energy intensity (MJ/thousand units)	**1,144**	**1,266**	**1,768**

ENERGY CONSUMPTION, BY SITE (MJ= MEGAJOULES)	2023	2022	2021
Bernal plant			
Electricity	13,995,936	14,050,368	10,666,512
Natural gas	9,651,302	12,491,237	9,505,115
Diesel oil	23,000	23,000	23,000
Total energy consumed - Bernal plant	**23,670,238**	**26,564,605**	**20,194,627**
Almagro plant			
Electricity	11,002,867	10,290,240	9,389,080
Natural gas	5,364,408	4,900,798	5,746,544
Diesel oil	23,000	23,000	23,000
Total energy consumed - Almagro plant	**16,390,275**	**15,214,038**	**15,158,624**

In addition to measuring the energy consumption of our Almagro and Bernal plants, we also assess air quality, especially from the emission of carbon monoxide and carbon dioxide from our environmental processes.

In 2023, we reduced the carbon footprint of our operations

EMISSION GENERATION, BY SCOPE (TCO2E)*	2023	2022	2021
Direct - Scope 1	756	873	766
Indirect - Scope 2	1,896	1,846	1,521
Total emissions	**2,652**	**2,719**	**2,287**

* According to emission factor used by CAMMESA: Natural gas = 1.95 tCO2/dam3; Diesel oil 2.70 tCO2/m3; electricity grid = 0.273tCO2/MWh.

EMISSIONS INTENSITY	2023	2022	2021
Total emissions (tCO2e)	2,652	2,719	2,287
Units produced (thousands)	35,000	33,000	20,000
ENERGY INTENSITY (tCO2e/thousands of units)	**0.07**	**0.08**	**0.11**

We conduct annual air quality monitoring to ensure that our operations comply with current regulations. These are conducted by certified laboratories and focus on our plants' boiler ducts, which are the only sources of gaseous effluents in our operations.

The results of this monitoring are thoroughly evaluated to prevent any type of atmospheric contamination.

In compliance with current regulations, we monitor carbon monoxide (CO), nitrogen oxides (NOx), and sulfur dioxide (SO2). According to the measurements taken in 2023, some of the values recorded exceeded those of the previous year, although they did not represent a significant change. In 2023, all values remained within the legal limits.

AIR QUALITY	2023	2022	2021
Carbon Monoxide (CO)			
Bernal plant	<1 ppm	<1 ppm	<1 ppm
Almagro plant	105 ppm	9 ppm	5ppm
Nitrogen oxides (NOx)			
Bernal plant	51.4 ppm	<1 ppm	41 ppm
Almagro plant	28.9 ppm	48.7 ppm	45.1 ppm
Sulfur Dioxides (SO2)			
Bernal plant	<0.02 mg/m³	2.62 mg/m³	<0.02 mg/m³
Almagro plant	<0.01 mg/m³	<0.01 mg/m³	<0.01 mg/m³

Note: The scope of the data provided includes only the production plants;
it does not include the consumption of commercial offices or the logistics center.

Waste management

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

As part of our commitment to reduce waste generation, we promote waste prevention, reduction, recycling and reuse activities, contributing to the circular economy and preventing the loss of resources.

Our operations generate special handling, municipal solid, and hazardous waste.

The main types of waste generated in our plants are as follows:

Almagro
Generation of pathogenic waste (Y1) (Rollers).

Bernal
Special waste Y2 (Pharmaceutical industry waste).

For this reason, we are working and reviewing in detail the way we manage our waste, both internally and together with our suppliers and customers, seeking to define a comprehensive process that is in line with the organization's objectives.

In addition, we promote awareness and the importance of segregation and classification through internal communication channels. Our waste is removed and treated by authorized companies in accordance with current legislation. For this purpose, we have a legal matrix, which we are continually updating to verify the compliance of suppliers. We also have declarations and certificates for the removal, disposal and treatment of all waste generated by our organization.

In this sense, our goals are to reduce the generation of hazardous waste and non-recoverable waste, thus reducing negative environmental impacts.

In our efforts to detect waste streams that can migrate from industrial waste to recyclable waste, during 2023 we identified plastic trays from the washing processes at the Bernal plant, which were not contaminated and had great potential for recyclability.

In turn, in the search to segregate waste that could be disposed of as general recyclable waste, we identified the cardboard boxes of the products. Once separated, they are delivered to the municipal waste collectors' cooperatives authorized by the local government, which issue waste acceptance certificates. For this reason, during this period, we observed an increase in the total amount of recyclable waste compared to the previous year.

Regarding the waste generated by our customers as a result of primary, secondary and tertiary packaging, we seek to identify them with the recycling logo, to create indirect awareness and that they can perform this segregation accordingly.

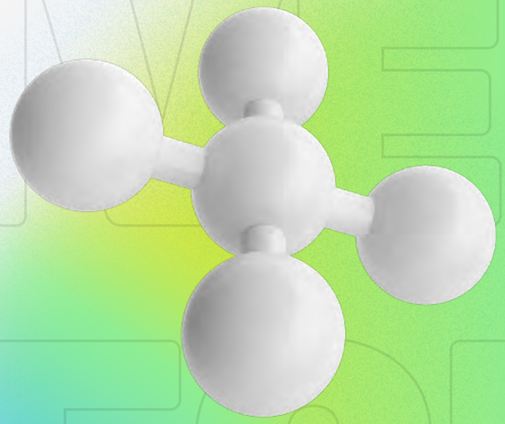
In 2023, we achieved that 75% of the artwork on the product packaging contains the recycling logo.

WASTE GENERATION (T)	2023	2022	2021
General waste - sent to final disposal	78,070	97,205	82,920
Common waste (paper, cardboard, plastics) - recycled	17,701	6,147	1,219
Hazardous waste	106,434	97,469	79,444
Pathogenic waste	97,900	100,255	93,173

Note: the information provided on waste corresponds to our Almagro, Quilmes and Bernal plants.

We promote awareness in order to achieve correct waste segregation

Continuing our commitment to sustainability and environmental management, we are proud to share the outstanding participation of Biosidus Colombia in the Retorna Challenge 2023. The initiative, organized by the Grupo Retorna Association and the University of the Andes Alumni Association (UNIANDINOS), gave us special recognition for our efforts in raising awareness and disseminating environmental education. This achievement highlights our dedication to promoting the responsible management of post-consumer waste, reaffirming our commitment to environmental care and sustainability.



Human capital

MATERIAL TOPIC
Talent attraction and retention, Diversity and equal opportunity

SDG 2, 3, 4, 5, 8, 10

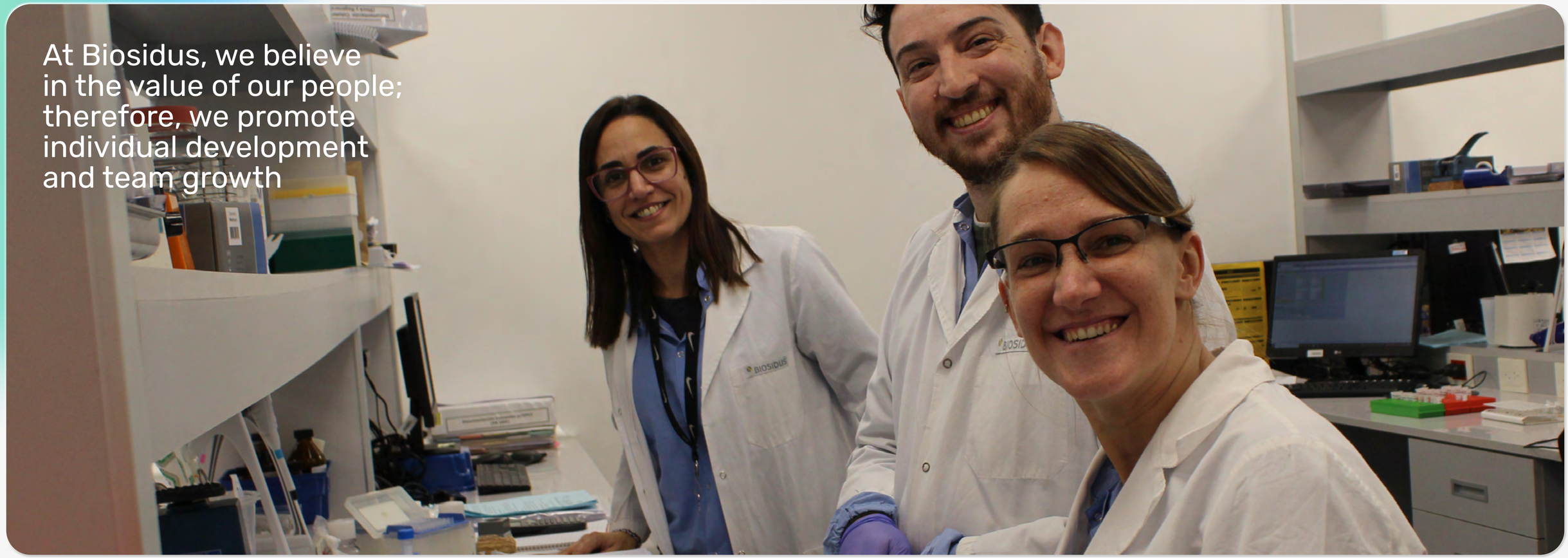
BIOPHARMA ESG
Human capital management

The value of our people

GRI 2-7, 3-3

We are convinced that the commitment, knowledge and dedication of our talents enhance the sustainable development of our business.

We promote a diverse and inclusive work culture that fosters equal opportunities, while generating spaces for dialogue and open communication for the development of our talents.



Gender diversity and location

Our actions and practices are aimed at adding value to human capital

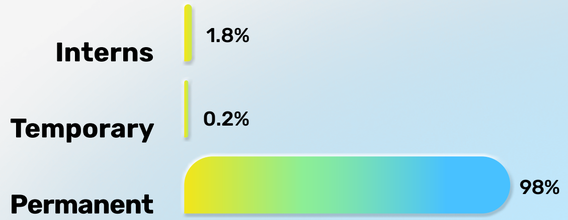
STAFF BY LOCATION AND GENDER	2023	2022	2021
Argentina	**535**	**517**	**548**
Men	301	302	323
Women	234	215	225
Colombia	**13**	**14**	**12**
Men	3	4	3
Women	10	10	9

Note: The scope of this indicator includes only the workforce of Argentina and Colombia.

TYPE OF CONTRACT AND LOCATION

STAFF BY EMPLOYMENT CONTRACT AND LOCATION	2023	2022	2021
	548	**531**	**548**
Permanent	**537**	**511**	**531**
Argentina	524	497	519
Colombia	13	14	12
Interns	**10**	**13**	**11**
Argentina	10	13	11
Colombia	0	0	0
Temporary	**1**	**7**	**6**
Argentina	1	7	6
Colombia	0	0	0

Note: The scope of this indicator includes only the workforce of Argentina and Colombia.



98% Argentina

2% Colombia

TYPE OF CONTRACT AND GENDER

	2023		2022		2021	
	Q	%	Q	%	Q	%
Staff by type of employment contract and gender	**548**	**100**	**531**	**100**	**548**	**100**
Full-time	**537**	**98**	**516**	**99.4**	**540**	**99**
Men	297	55	301	58	318	59
Women	240	45	215	41.4	222	41
Part-time	**11**	**2**	**15**	**0.6**	**8**	**1**
Men	7	64	5	33	5	63
Women	4	36	10	67	3	38

Note: The scope of this indicator includes only the workforce of Argentina and Colombia.

98% full-time

2% part-time

Diversity in our teams

GRI 3-3, 405-1

Our Code of Conduct and the Diversity and Inclusion Committee encourage and promote diversity expressed in terms of: age, nationality, disability, physical and cognitive ability, gender identity or expression, sexual orientation, ethnic origin, marital status, medical condition, language, physical features, political affiliation, religion, personal beliefs, opinions, social or economic status, or any other similar characteristic.

We firmly believe that this diversity strengthens us as an organization and allows us to reach our full potential.

Categories by age and gender

	2023	2022	2021
Total workforce	**548**	**531**	**548**
Under 30 years old	**71**	**63**	**83**
Men	38	33	44
Women	33	30	39
Between 30 and 50 years old	**338**	**339**	**274**
Men	178	187	160
Women	160	152	114
Over 50 years old	**139**	**129**	**191**
Men	88	86	119
Women	51	43	72

Age group:

13%
under 30 years old

62%
between 30 and 50 years old

25%
over 50 years old

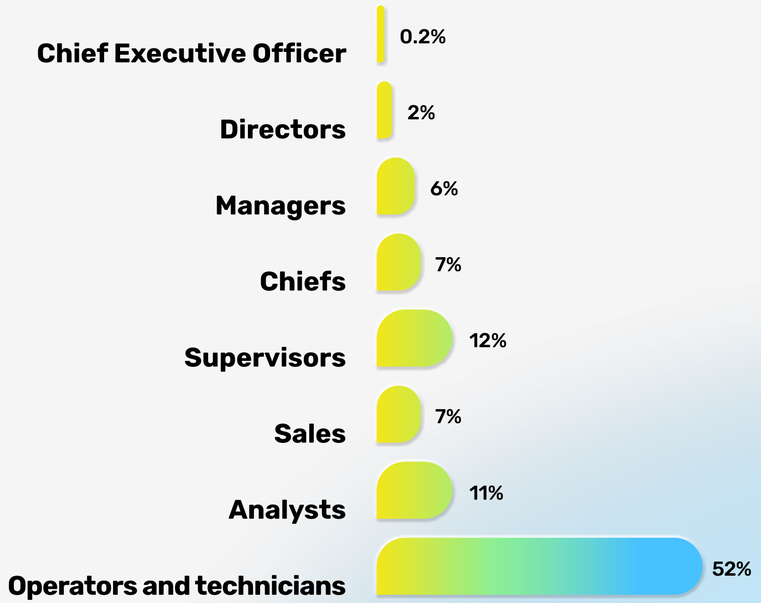
43 Average age

10 Average length of service

Job category and gender

STAFF BY JOB CATEGORY AND GENDER	2023	2022	2021
Total workforce	**548**	**531**	**548**
Chief Executive Officer	**1**	1	1
Men	1	1	1
Women	0	0	0
Directors	**11**	11	11
Men	9	10	10
Women	2	1	1
Managers	**33**	31	31
Men	15	13	15
Women	18	18	16
Chiefs	**40**	36	36
Men	20	18	18
Women	20	18	18

STAFF BY JOB CATEGORY AND GENDER	2023	2022	2021
Supervisors - Coordinators	**68**	**66**	**66**
Men	26	29	31
Women	42	37	35
Sales	**38**	27	24
Men	21	18	16
Women	17	9	8
Analysts	**62**	54	70
Men	17	20	28
Women	45	34	42
Operators - technicians	**285**	292	303
Men	189	193	200
Women	96	99	103
Interns	**10**	13	6
Men	6	4	4
Women	4	9	2



people

Hiring and termination

GRI 3-3, 401-1, 401-2

SASB HC-BP-330a.2

86 new hires,

representing a hiring rate of 16.2%[1]

This increase compared to 2022 (10.76%) is mainly due to the merger process between Biosidus and Sandoz, and the growing demand for talent in the different areas.

We prioritize our teams, providing equitable growth opportunities, enhancing leadership, promoting specialized training, and adjusting salaries and benefits in line with the economic context and the needs of our people.

Our company is distinguished by its constant search for new projects and challenges. Our teams are at the heart of the forefront in Latin America and in emerging markets.

This dynamism is one of the pillars that contribute to our sense of belonging and job satisfaction, which is reflected in an average length of service of 13 years in our production plants (Almagro and Bernal, where most of our employees with a scientific profile are located). This is not only an indication of the stability and loyalty of our team, but also of the positive working environment we have created.

[1] Hiring rate: sum of staff hired in the period/average workforce for the period.

Our mission to improve the quality of life transcends our products and is reflected in all our practices and initiatives, aimed at creating a workplace where all people feel valued and motivated to contribute to a common purpose

New hires

	2023	2022	2021
By gender	**89**	**57**	**62**
Men	51	28	30
Women	38	29	32
By age group	**89**	**57**	**62**
>30 years old	39	26	34
30-50 years old	34	24	22
>50 years old	16	7	6
By location	**89**	**57**	**62**
Argentina	86	52	60
Colombia	3	5	2

Staff turnover

	2023		2022		2021	
	Q	%	Q	%	Q	%
Total turnover in the period	59	10,9	82	15,4	50	9,1
By gender	59	100	82	100	50	100
Men	34	58	51	62	25	50
Women	25	42	31	38	25	50
By age group	59	100	82	100	50	100
>30 years old	13	22	25	30	13	26
30-50 years old	34	58	40	49	30	60
>50 years old	12	20	17	21	7	14
By location	59	100	82	100	50	100
Argentina	55	93	79	96	46	92
Colombia	4	7	3	4	4	8

	2023		2022		2021	
	Q	%	Q	%	Q	%
Turnover[3]	59	10.97	82	15.44	50	9.12
Voluntary[4]	20	3.7	20	3.77	8	1.46
Involuntary[5]	33	6.1	49	9.23	35	6.39
Termination of contract[6]	6	1.1	13	2.45	7	1.28

[3]Turnover: Total terminations during the year.
[4]Voluntary terminations: dismissals with and without cause.
[5]Involuntary terminations: resignations.
[6]End of contract/Other: end of fixed-term contract, end of internship, end of probationary period, retirements, deaths.

At Biosidus, we consider that those people who decide to leave the organization of their own free will, correspond to involuntary terminations (from the company's point of view). On the contrary, those who are removed from the organization, with or without just cause, are included in the measurement of voluntary terminations (from the company's point of view).

Turnover rate

	2023	2022	2021
Turnover rate	13.50%	13.08%	10.21%

Turnover rate: Ratio between hires and terminations in relation to the total number of employees on the payroll.
Formula: (Hire + Termination) /2 * 100 / total workforce).

Diversity and equality

GRI 3-3, 401-3

We foster diversity and promote healthy and wholesome bonds between people

Our gender perspective

- **244 women, representing 44.5% of our workforce.**
- **82 women occupy leadership positions.**
- **Of the total number of people promoted to positions of greater responsibility, 68.57% were women.**
- **We have a Diversity and Inclusion Committee.**
- **We promote special and inclusive benefits for women.**
- **We promote education and training on gender issues.**

Commitment to gender equality

We renew our adherence to the Women's Empowerment Principles (WEPs) and work in support of gender equality

We promote gender equity and women's empowerment in the workplace, the market and the community, generating positive results for society.

Each month, we monitor the status of the 15 priority actions we defined in our Annual Action Plan, with a gender perspective for 2023.

Completed	In progress:	Suspended:
13	2 (defined to be completed by 2024)	0

Distribution of actions by main axes:

LEADERSHIP AND STRATEGY	WORKPLACE	COMMUNITY
4 completed actions	7 completed actions 1 in progress	2 completed actions 1 in progress
These actions are aimed at raising awareness of gender-related issues. They also include workshops for middle management on violence and female leadership, monitoring and communicating human capital metrics with a gender perspective, and an open call for the Diversity and Inclusion Committee.	Actions aimed at monitoring gender distribution by sector, implementation of a Workplace and Domestic Violence and Harassment Protocol, communication campaigns and training for leaders and the team specializing in violence.	Support and guidance for foundations.

In this chapter, we present each of the actions carried out and discuss their impact and results in more detail.

Diversity and inclusion committee

We want to drive a cultural change so that diversity and inclusion are internalized throughout the company

Twenty-two people participate in this internal, multidisciplinary and voluntary space. Its main objective is to contribute different perspectives and work together to promote actions that strengthen our inclusive culture.

Main diversity and inclusion initiatives in 2023

Zero Tolerance for Violence: Together with the Latin American Justice and Gender team (ELA Consulting), we drafted the first Protocol for Addressing Cases of Domestic Violence, applicable to Argentina and Colombia. For its dissemination, we carried out a massive communication campaign in the context of the 25N (International Day for the Elimination of Violence against Women), making visible our firm stance against any form of violence. This content is part of our mandatory material for the company's onboarding process.

We also extended the implementation of our Protocol for Prevention and Action in Situations of Workplace Violence by creating a specific Annex for Colombia, adapting its content to local legislation and realities.

We adhered to and signed the "Statement of Commitment to Zero Tolerance for Violence against Women", a campaign promoted by the Gender Office of the Secretariat of Industry and Productive Development of the Ministry of Economy of the Argentine Republic

Staff selection: All our selection processes are governed by our **Inclusive Selection Policy**.

Compensation: We work to manage compensation so that there are no pay gaps based on gender and/or dependent relatives.

Gender equality: We renewed our support for the G20 Alliance for the Empowerment and Advancement of Women's Economic Representation (G20 EMPOWER). This alliance seeks to accelerate women's leadership in the private sector through concrete action in business and government.

As long-term objectives, we proposed:

- Increase women's participation in the economy and in leadership positions.
- Improve the future of work.
- Empower women and close the gender gap.

In 2023, we joined the action as advocates, presenting best practices for the Empower Playbook, where success stories from the Argentine private sector were presented.

Playbook G20 EMPOWER Best Practices

→

Playbook 2023:

Women's leadership: Female leaders of our company participated in face-to-face and virtual meetings through *Flor* Foundation's Women in Decision (MED for its acronym in Spanish) Program.

We are proud to share the appointment of the second female director, member of the Executive Committee, for the Operations Department (which manages 57.48% of the organization's total workforce)

Our commitment to the fight against workplace and domestic violence, as well as to the promotion of women's leadership, has been made possible - to a large extent - thanks to the financial support of PROPARCO of the *Agence Française de Développement* (AFD) Group. By means of a TA Financing Agreement, we have outlined all the activities undertaken, which are divided into two main components:

- Component 1: Support the development of a comprehensive strategy to prevent and manage workplace violence and domestic violence as part of the gender action plan.
- Component 2: Develop the leadership skills of women managers in our organization.

In 2023, we were able to complete 57.14% of the activities defined in the agreement, while 28.57% are planned to be carried out during 2024.

Communication and awareness campaigns

Zero tolerance to violence: We developed and shared a series of flyers highlighting the most important aspects of our protocol. These are accompanied by an interactive video, detailing its application and purpose, and a striking collage of images, showing employees making the "stop" sign, together with the message "Enough for me, enough for all", an initiative led by the Diversity and Inclusion Committee.

During Diversity Month, we addressed the difference between the Wiphala symbol and the LGBTQIA+ flag, and organized the "Diversity Weekend", with a selection of films and series, to promote reflection and awareness of diverse identities.

On Women's Day, we highlighted statistics on femicides, informal work and the gender gap in Argentina, based on data from the National Institute of Statistics and Census (INDEC for its acronym in Spanish). We also shared with the company the Human Capital Indicators with a Gender Perspective.

On Mother's Day and Father's Day, we emphasized the different family models. This year we rethought these models by encouraging the inclusion of different family structures in our corporate culture.

Communication of special days: We adopted inclusive language, promoting respect and inclusion, avoiding stereotypes and encouraging a vocabulary that embraces diversity.

In collaboration with the Diversity and Inclusion Committee, we also addressed the following issues:

- **International LGBTQIA+ Pride Day:** We talked about the origins of this day, invited to reflect on why there is no heterosexuality day.
- **"Not one woman less" Day:** We emphasized the importance of creating a safe and enriching environment for all people, supported by our Workplace Violence Protocol.
- **Children's Day:** We encouraged reflection on children's rights, well-being and the richness of experience in family diversity.
- **International Sign Language Day:** We shared tips on how to communicate effectively with people with hearing disabilities. We also created a video featuring an employee (from our Bernal plant) using sign language to communicate our commitment to diversity and inclusion.
- **International Day of People with Disabilities:** We shared tips to promote inclusive and respectful relationships, such as avoiding victimization, not attributing the disability to the person, avoiding sensationalism, not generalizing, among others.
- **International Human Rights Day:** We highlighted our responsibility to these principles, through initiatives that have a positive impact on our community and the environment.

Training and awareness on gender issues

Flor Foundation's Women in Decision (MED for its acronym in Spanish) Program: It is aimed at all women who occupy, or aspire to occupy, decision-making positions in the world of business or social organizations. It provides the opportunity to broaden their leadership training, deepen their self-knowledge and strengthen their personal and work networks. The duration of the activity was 40 virtual meetings, distributed over 3 months, which compiled 48 hours of training. Nine women in management positions in our organization participated in the program.

International LGBTQI+ Pride Day awareness-raising: Facilitated by an external person, we conducted a training session for the entire staff. The session provided essential knowledge about diversity, strategies to address situations of violence, discrimination or harassment, and the importance of keeping it on the organizational agenda.

Together with ELA, we provided comprehensive support in addressing violence, workplace harassment and domestic violence for Biosidus employees in Argentina and Colombia:

- Training of the implementation team on workplace violence: 4 hours of training for the Human Resources, Legal and Compliance areas, and the Coexistence Committee of Colombia. We seek to strengthen understanding and action in situations of workplace violence, guided by ILO Convention 190. We also identified practices that we consider unacceptable and, together, we planned preventive and action strategies.
- Training of the implementation team on domestic violence: 4-hour training course for Human Resources, Legal and Compliance managers, and the Coexistence Committee of Colombia. During the meetings we explored the entire conceptual framework, as well as the identification of the critical route to break these patterns; we also examined the gender perspective and masculinities, as well as raising awareness of our Protocol for addressing domestic violence. We promoted the dissemination of tools for active listening, careful referral and how to prevent re-victimization. Finally, we discussed strategies for intervening with assaulted persons and aggressors.
- Training for leaders on workplace and domestic violence: Two meetings of 2 hours each, focused on the promotion of an organizational culture that respects individual rights and recognizes the strategic role of those who occupy decision-making and power roles. We also presented a decalogue of unacceptable practices and discussed both preventive and intervention approaches.

How we experience motherhood and fatherhood at Biosidus

We support mothers and fathers in the birth of their children and we welcome them with a gift/trousseau. In addition to what is established by law, we grant paternity leave of up to 10 working days for the birth and/or adoption of a child.

We have lactation rooms at all of our locations to create a safe and supportive environment for nursing mothers to continue breastfeeding their children after returning to work from maternity leave.

In addition, as of March 2023, we provide economic assistance for our employees with children from 45 days to 3 years and 11 months old in order to cover daycare, nursery or care work expenses, as established by the new Argentine legislation.

We included monthly indicators of human capital with a gender perspective on those who were mothers/fathers and those who took their leave, we calculated their turnover 12 months after their leaves.

100% of fathers and mothers remained in their jobs after the 12 months following their leave

	2023	2022	2021
Staff who were entitled to leave	**9**	**19**	**17**
Return to work rate[1]	**100%**	**100%**	**100%**
Retention rate	**100%**	**100%**	**100%**

1 Return to Work Rate= Total number of employees who returned to work after parental leave / Total number of employees due to return to work after parental leave * 100.
2 Retention Rate: Total number of employees retained 12 months after returning to work after a period of parental leave / Total number of employees returning from parental leave in the previous reporting periods * 100.

Our commitment to human rights

In 2023, we reaffirmed and deepened our work and respect for the promotion of Human Rights, integrating these fundamental principles in all our activities and throughout our value chain.

Aware of the importance of maintaining an ethical, inclusive and respectful work environment, in line with everything mentioned in this chapter, we have consolidated and expanded our actions and policies in this direction:

- Code of Ethics
- Inclusive Selection Policy
- Workplace Violence Protocol
- Protocol for Cases of Domestic Violence
- Diversity and Inclusion Committee
- Adherence to the WEPs Principles and Support of G20 EMPOWER
- Signing of the Commitment of Zero Tolerance for Violence against Women
- Clinical Research Protocols
- Promotion of female leadership

In addition, we renewed our commitment to respect freedom of association, the eradication of child and forced labor, freedom of expression and the improvement of working conditions. We commit to continue evaluating our practices in order to ensure that Human Rights are respected and promoted in all our actions and operations.

Our talent management

SASB HC-BP-330a.1

Human resources management is supported by SOPs (Standard Operating Procedures), a set of documents that describe, step by step, how to perform a specific task or activity within our organization. The objective of these guidelines is to standardize our operations, allowing us to achieve consistent and accurate execution at each stage of our processes.

SOP NO.	TITLE
CRRZ-001/05	Selection and recruitment of staff
CRRZ-004/05	Occupational health plan
CRRZ-012/02	Staff management
CRRZ-015/00	Internal regulations of the Health, Hygiene, Safety and Environment Committee
CRRZ-016/00	Health master plan

Placing people at the center of our talent management means recognizing and respecting the uniqueness of each individual, as well as fostering an environment where everyone feels valued and respected.

We work with rigorous processes that ensure that each person is key to the position he or she holds; we generate a synergy of action that promotes the best results.

Inclusive selection policy

This policy formalizes the selection process. Its main objective is to reduce biases that may arise, in order to build a more diverse and inclusive work environment.

We focus on the profile and competencies required for the position and not on gender, ethnicity, religion or other social aspects

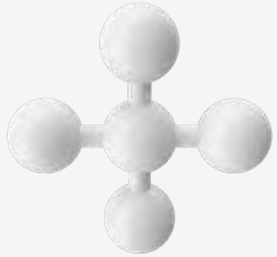
Our hiring process is 100% digital and is conducted through a comprehensive platform that includes a recruitment module. It also allows managers to monitor the progress of the selection process in real time. This includes the possibility to view the candidates along with their profiles and expectations, the stage of the process they are in, the reasons for disqualification of certain profiles and more relevant details.

We have a portal for internal searches, which contributes to:

- Provide opportunities for professional development.
- Motivate people.
- Improve the experience of those who lead the recruitment and selection processes.

In addition, we continue to work with universities and academic institutions to actively promote our job opportunities. We recognize the importance of engaging with academia and fostering strategic alliances with universities and students to drive innovation and the development of new solutions in biotechnology.

In this way, we not only strengthen our knowledge network, but also provide learning and professional development opportunities for new generations of scientists and science professionals.



Our competency model

At Biosidus, we have defined a competency model transversal to the whole company, which brings together those behaviors and skills that are essential for all the people who are part of the company.

This model guides our recruitment and selection process and performance management; it also defines training and development plans.

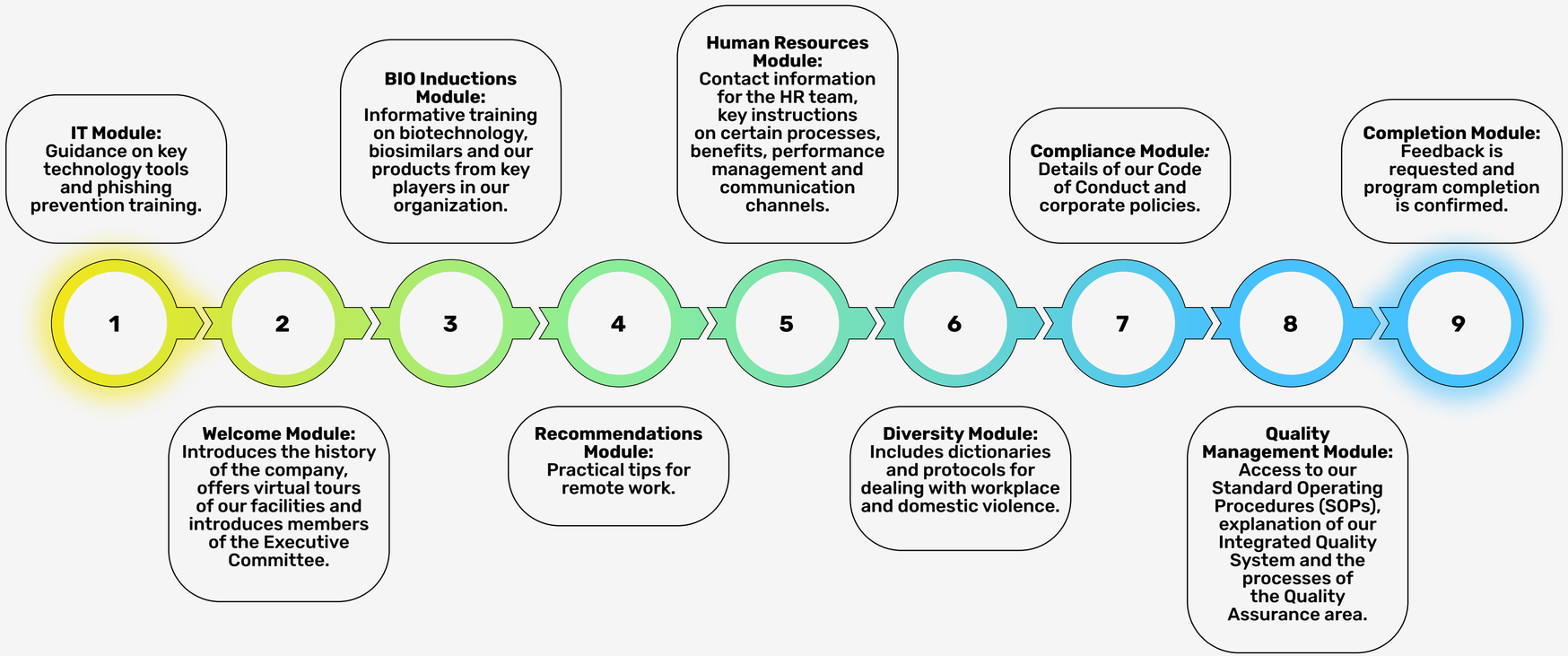
- **LEADERSHIP**
- **FOCUS ON RESULTS**
- **CUSTOMER ORIENTATION**
- **TEAMWORK**
- **GLOBAL VISION**
- **IMPACT COMMUNICATION**
- **CREATIVITY**

Onboarding process

The induction process is a complete and enriching experience designed to integrate new hires into our culture in an efficient and enjoyable way. We use a digital approach through our learning platform, which presents a program structured in modules, covering different essential aspects of our company and its operations and ending with a content assessment.

This program allows new hires to progress at their own pace, with a suggested duration of 20 days.

Topics covered during onboarding include:



In order to ensure the understanding and maximum use of this program, we organize a welcome meeting the day after the person joins the company, where he/she is introduced to the platform, the onboarding content is detailed and a space for questions is opened.

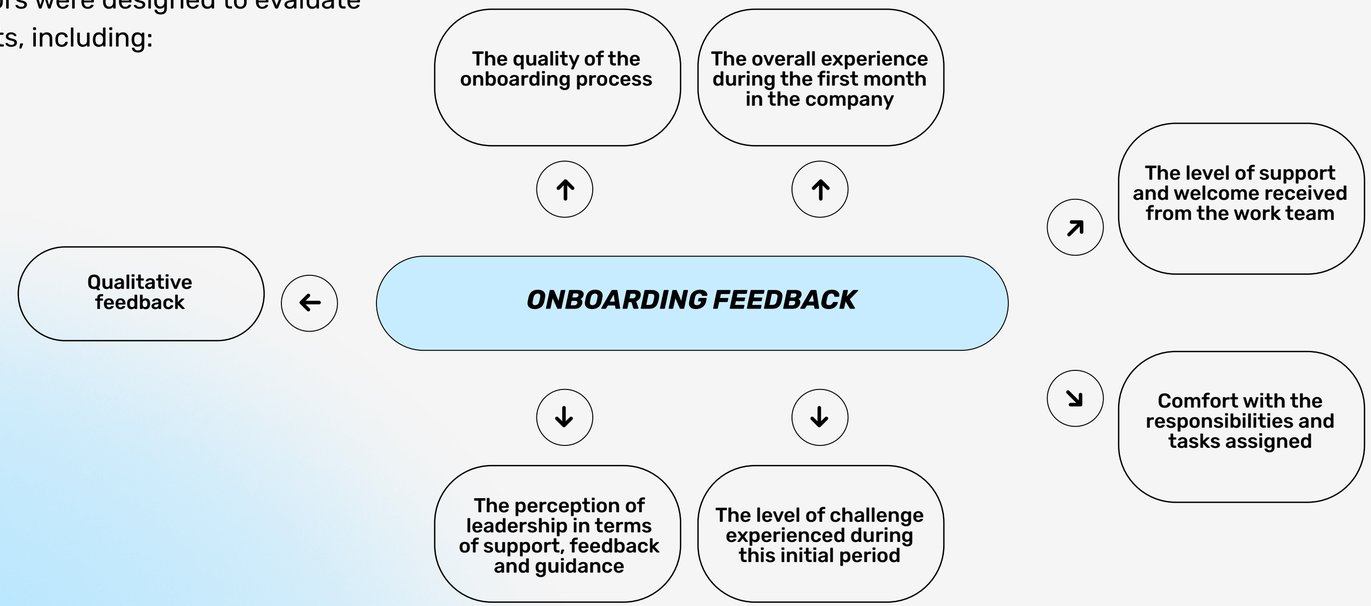
This methodology not only gives new hires a 360° view of the company, but also prepares them to contribute effectively from the beginning.

In addition, some key areas of the company receive mandatory inductions on Good Manufacturing Practices and Occupational Health and Safety.

We implement follow-up indicators for all new hires to measure their adaptation to the work teams and alignment with the company's values within 30 days of their incorporation.

In 2023, we achieved an overall onboarding satisfaction score of 4.8 out of 5 for the first month of employment

These indicators were designed to evaluate various aspects, including:



Our commitment to talent development

We are inspired to contribute to the education and development of future generations, providing essential tools for the progress of our industry.

10

students carried out internships in Argentina

The internships were developed in various areas of the company, including Regulatory Affairs, Systems, Packaging, Human Resources, Maintenance and Foreign Trade.

We hired 6 people who satisfactorily completed their internships for an indefinite period of time

2023 interns meeting

We organized a meeting for people who have done or are doing an internship at Biosidus. During this meeting, they shared their experiences in other companies, highlighting how their first immersion in the working world marked their professional development. We also reflected on our Sustainability Report 2022, where the majority agreed that the priority on the company's agenda should be environmental care, promotion of diversity, labor flexibility and access to new technologies.

We reaffirm our conviction that listening to young voices and creating spaces for them is key to our continued growth

Bio communication

New technologies and social networks help us stay close to our human resources. We strive to maintain open and fluid communication through various media:

- Posters
- WhatsApp Business
- Supervisory staff meetings
- Leaders' meetings
- Team meetings
- E-mails
- TVs
- Shared channels in Microsoft Teams and Sharepoint

We use QR codes on our posters and in our communications to facilitate access from all mobile devices. We have also developed corporate cards with a QR code that provides direct access to the corporate WhatsApp.

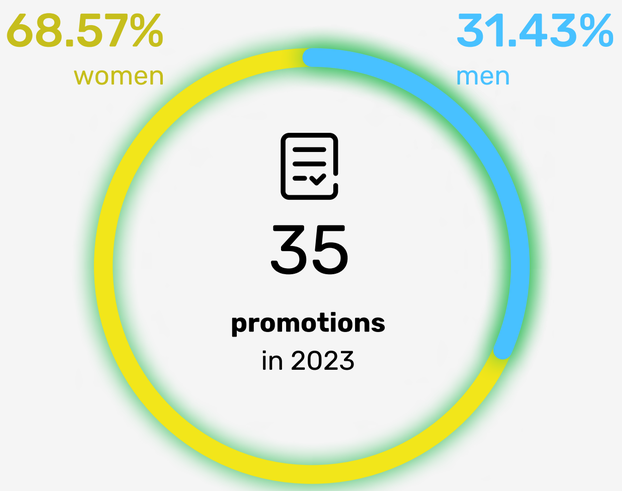
We use inclusive language in all our communications, both internally and externally

Training and development

GRI 3-3, 404-1, 404-2

We promote the development of training that accompanies the incorporation of management skills and technical competencies, thus improving performance in current positions, following technological updates and advances in areas of expertise, especially in the fields of science, research and development.

This investment in professional development not only enriches the work experience, but also opens avenues for growth with the company, promoting continuous learning and an environment that stimulates innovation.



Corporate Training Program

Our Corporate Training Program provides opportunities for all levels of the organization and is divided into:

External training: Activities we promote through strategic partners and external specialists.

- Training on issues of diversity and inclusion, as well as workplace and domestic violence, together with the consulting firm ELA.
- External technical training: 15 employees attended training programs, covering a wide range of areas and specializations, reflecting the diversity of interests and the constant search for improvement. Some of the topics covered were: Tax Update, Facility Management, Project Management with Agile Methodologies, Compensation, Regulatory Affairs, Logistics, Neuroscience, Bacterial Endotoxins, Biotechnology, Board Management, Leadership, Languages, Executive Master's Degree in Business and Administration, Public Speaking and Storytelling.

Internal training: Activities conducted by experts and referents of the organization who share their knowledge within the company:

- Online LMS (Learning Management System) training.
- "Menstrual Cycle" training as part of 8M (International Women's Day).
- Pharmacovigilance training.
- Workshop to share good practices among areas.
- Training for relevant GMP areas.
- Hygiene, safety and environmental training.

TRAINING	TRAINING HOURS IN 2023	TRAINING HOURS IN 2022
External	2,283	2,712
Internal	2,503	1,349
Total hours of training	**4,786**	**4,061**

4,786

hours of training, which amounted to 8.7 hours per person

Incorporation of good practices

During 2023, we digitized the external learning application process

Now, all requests are channeled through our learning platform, where a detailed form is completed, which collects personal information, requested training content, cost specifications and payment methods, among other data.

This change represents an important step toward process optimization and continuous improvement in the professional development of our team, while reflecting our commitment to innovation and operational efficiency.

BIO performance management (BPM)

GRI 404-3

Managing the performance of our non-union employees is essential to address career, succession and training plans, among others. At Biosidus, we measure performance annually using the Success Factors management platform.

Our process is structured in a weighting where 80% corresponds to the evaluation of objectives and 20% to the performance in competencies, extending this process from April to February of the following year.

Objectives are set using SMART criteria, i.e., they are specific, measurable, achievable, relevant and time-bound, to ensure clarity and effectiveness.

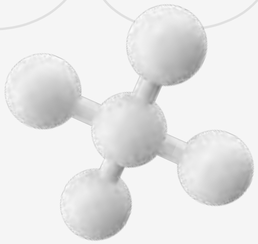
The process has several stages, and both employees and their managers have access to the appropriate forms to monitor progress and make timely adjustments:

1. **DEFINITION OF OBJECTIVES**
2. **VALIDATION OF OBJECTIVES**
3. **SIX-MONTHLY REVIEW**
4. **YEAR-END SELF-REVIEW**
5. **LEADER'S EVALUATION AND AGREEMENT**
6. **SIGNING**

In addition, this process is linked to our Variable Compensation Policy, which establishes a direct connection between compensation and the achievement of business objectives and individual performance.

In 2023, 226 people participated in the performance management process, representing 41.24% of our workforce

	2023		2022	
Percentage of employees receiving regular performance and career development reviews	**226**	**41.2%**	**202**	**38%**
Directors	12	5.3%	12	5.9%
Managers	36	15.9%	33	16.3%
Chiefs	37	16.4%	30	14.8%
Supervisors – Coordinators - Sales	97	42.9%	82	40.6%
Analysts	44	19.5%	45	22.3%



Remuneration

GRI 2-30, 405-2

We promote freedom of association in accordance with the laws of the countries in which we operate.

54.5% of our employees are covered by the Collective Bargaining Agreement that governs our operations (No. 42/89 of the Healthcare Union). The rest of the payroll is governed by the Labor Contract Law and, in order to determine their salary updates, the evolution of the salary market and macroeconomic indicators are taken into account.

The main role of variable compensation is to encourage the pursuit of superior results by meeting or exceeding specific individual and/or company goals that are aligned with business results. It also allows for the communication of objectives that reflect priorities from year to year.

Individual and company financial performance determine the annual bonus payment. This fiscal year, we awarded the second bonus to all non-union employees based on 2023 targets, in line with our Variable Compensation Policy.

We strive for internal equity and external competitiveness in our Compensation Policy

INTERNAL CATEGORY	2023 REMUNERATION RATIO*	2022 REMUNERATION RATIO*
Directors	97.5%	93.2%
Managers	79.5%	89.5%
Chiefs	104%	95.3%
Coordinators/ Supervisors	100.4%	103.4%
Professionals	100%	100.4%
Technicians	100%	99%
Sales	81.3%	97%
Analysts	94.6%	99.6%
Operators	100.9%	100.1%
Interns	119.4%	106.1%

*Formula used: (average salary category A women/average salary category A men)*100.

Our benefits

GRI 401-2

Each year, we look for innovative ways to enhance our benefits, adapting them to the changing needs of our people and the challenges of today's work environment, promoting a healthy and balanced work environment for everyone in our organization.

Ensuring that we have the best talent not only involves attracting them initially, but also focusing on their long-term retention and motivation.

We promote actions and initiatives that generate closeness with our talents, and we celebrate special events that involve all our people and their families

internal equity

Health

- We negotiated new benefits with one of our prepaid medical plans, including a 50% discount on medications, an increase in the reimbursement amount for opticians, and an additional 25% reimbursement for dentures.

NEW!

- Optional life insurance.
- Well-being Program: Free and confidential psychological, legal (retirement), financial/accounting and nutritional counseling for employees and their families.
- Free Annual Flu Vaccination Plan.
- Special discounts at pharmacies.
- Lactation rooms in all our locations.

Education:

- Discounts at the Argentine University for Business Studies (UADE for its acronym in Spanish).
- Discounts at the Buenos Aires Institute of Technology (ITBA for its acronym in Spanish).
- Tuition fees for professionals.
- School kit.

Online shop:

- Cuponstar discount platform.
- Discounts on home appliances/technology.

Special celebrations:

- Wedding gift.
- Children's Day: Gifts for children to enjoy on their day.
- Birthday of the month celebrations at our locations.
- Birth gift.
- Retirement gift.
- Christmas gift.

Food:

- Cafeteria and snack service.

Transportation:

- Shuttle service from Almagro plant to the corporate offices in Munro.

Work-life balance:

- Gym discounts (increase in discount and reimbursement amount).
- Hybrid remote work system: 3 on-site days for 2 remote days.
- Flexible administrative hours for non-union employees.
- BIO Week: week off offered to all non-union employees between Christmas and New Year's holidays.
- Childcare coverage for women with children up to 5 years old.
- Extended paternity leave.
- Retirement counseling and management services.

Reward:

- Performance bonus (Variable Compensation Policy, non-union employees).

Bank accounts:

- We entered into three new corporate agreements with banks, which include a 100% bonus on account maintenance and access to discounts on a variety of services and establishments, such as fuel, restaurants, supermarkets, movie theaters and hair salons, among others.

NEW!

"We support your learning" program

As of 2022, we started the “We support your learning” program, in which we pay 100% of the tuition and fees for those who are part of the company and have not completed high school.

The program consists of virtual and asynchronous classes, virtual campus with study materials and recorded classes, personalized tutoring and teacher support through forums and messaging.

This program makes it possible to complete high school in 1 or 2 years and obtain an official “Bachelor’s Degree in Economics and Organizational Management”. We celebrate personal development and believe that knowledge is a great engine for generating change. Among the main achievements, we would like to highlight the fact that all students passed the exams in the subjects they studied, after attending more than 6 subjects each.

13 people participated in the program

In 2023, we celebrated the graduation of 2 participants from the “We support your learning” program. This milestone underscores the success of our initiative to foster educational and professional development within our community, and also reflects our commitment to the constant evolution and enrichment of our staff’s skills. The graduation of these two employees symbolizes the positive and tangible impact of the program, and motivates more of our team members to pursue growth and learning opportunities.

Health and safety

MATERIAL TOPIC
Occupational health, safety and well-being

GRI 3-3, 403-1, 403-2

SDG 3, 8, 16

BIOPHARMA ESG
Human Capital Management

Our **Safety, Health and Environment Policy** establishes the necessary guidelines to ensure the protection of all people working in the organization and to improve their overall health and personal well-being.

We respect and comply with the legislation in force in each country in which we operate, aligning ourselves with their coverage requirements and management system components.

Our Integrated Management System (IMS) is based on Law No. 19,587 (Argentine Occupational Hygiene and Safety Law) and ISO 14001 and 45001 (Environmental Management Systems and Occupational Health and Safety Management Standards, respectively).

One of the objectives of the IMS is to meet and ensure compliance with the requirements of these standards. In 2023, we passed the internal and external maintenance audits with a satisfactory result, with no non-conformities recorded in the review of the processes of our 2 operating plants and the logistics center.

Risk identification and management

The main function of our Health and Safety Department is to promote a culture of safety in the workplace and to ensure that employees understand the importance of performing their jobs in a healthy and safe environment. This team establishes and enforces all necessary processes and defines the actions that allow us to minimize risks in our workplace.

All information related to health and safety issues is communicated through our communication platform freely accessible to all employees (Microsoft Teams), where they can access various content and educational materials (videos and presentations), with constant updates on care and new safe practices.

We monitor the activities we perform to eliminate or reduce the level of risk that our work and processes may present. This allows us to identify anomalies and work on them in a preventive and proactive manner.

100%

of our employees are covered by an occupational health and safety management system that is subject to internal and external audits

During the reporting period, more than 75% of the findings identified during internal and external audits and walkthroughs were satisfactorily resolved.

All risk management is updated whenever an accident occurs or a process is changed and is monitored annually through internal audits and walkthroughs. We analyze the context and promote actions to reduce adverse effects and encourage continuous improvement.

We have a multidisciplinary action plan to work with area managers. We have a process to investigate, report and take corrective action for any workplace incident that occurs to prevent its recurrence in the future.

Occupational accidents, illnesses and diseases

GRI 403-9, 403-10

Occupational accidents

In terms of health and safety indicators, there were no fatalities or serious occupational accidents in 2023. A total of 26 accidents were recorded in all our plants, representing an injury rate per occupational accident (number of accidents/hours worked x 200,000) of 5.11%.

The two cases with the highest number of days lost were calculated at the Almagro plant, where a person suffered a knee injury while descending stairs, and at the Bernal plant, where a person suffered a heel injury while performing optional labor gymnastics before performing his duties.

ACCIDENTS	2023	2022	2021
Number of fatalities as a result of work-related injuries	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)			
Almagro	0	0	0
Bernal	0	0	0
Quilmes	0	0	0
Munro	0	0	0
Number of work-related injuries without major consequences			
Almagro	13	10	16
Bernal	12	4	12
Quilmes	1	1	0
Munro	0	0	0

ACCIDENTS	2023	2022	2021
Number of lost workdays			
Almagro	283	111	200
Bernal	81	91	86
Quilmes	7	6	0
Munro	0	0	0
Number of hours worked	**1.055.516**	**937.220**	**1.303.767**
Almagro	393.327	364.014	402.729
Bernal	354.056	303.961	361.566
Quilmes	14.868	14.121	269.736
Munro	293.265	255.124	269.736

Commuting accidents

	2023	2022	2021
Number of fatalities as a result of commuting accidents	**0**	**0**	**0**
Number of injuries without major consequences as a result of commuting accidents	**16**	**14**	**13**
Almagro	8	8	6
Bernal	7	6	6
Quilmes	0	0	1
Munro	1	0	0
Number of lost workdays	**545**	**389**	**208**
Almagro	246	134	55
Bernal	274	245	139
Quilmes	0	0	14
Munro	25	0	0

Occupational diseases

	2023	2022	2021
Number of fatalities as a result of work-related diseases	**0**	**0**	**0**
Number of cases of work-related ill health	**3**	**3**	**3**
Almagro	0	1	1
Bernal	3	2	2
Quilmes	0	0	0
Munro	0	0	0
Number of lost workdays	**74**	**28**	**61**
Almagro	0	11	45
Bernal	74	17	16
Quilmes	0	0	0
Munro	0	0	0

No deaths resulting from work-related accidents or occupational diseases were recorded in 2023.

Occupational medicine and safety committee

GRI 403-3, 403-4, 403-6

Our comprehensive health and safety plan is designed to create and promote safe and healthy workplaces and a standardized management framework for our operations.

Each of our plants has a medical service to cover any incidents that may occur. Before any new employee joins the company, we carry out the pre-employment medical tests required by law to ensure optimum health, and we also conduct periodic follow-ups for the teams that perform specific tasks.

We also have participation and consultation mail-boxes through which anyone can report issues related to process improvement and the detection of unsafe conditions, among others.

We have a Joint Safety and Hygiene Committee with representatives from both Biosidus and the trade unions, which meets every 45 days. It encourages the participation of all areas of the plant to promote the analysis of the work context and specific safety, health and environmental situations and to ensure the involvement of all people in improvement actions.
.

Prevention training

GRI 403-5

All new employees at the production plants and the logistics center receive general safety training, as well as specific on-the-job training

We have an annual mandatory training plan, defined by the Hygiene, Safety and Environment area. We periodically train our employees on the risks present in their positions and the control measures established, including safe work practices.

All employees of the organization undergo:

- An introductory training (including the content of the Integrity Program).
- Specific training according to their role, organized by the person responsible for the area and implemented by qualified staff.
- Ongoing training on safety and hygiene issues and responsible care of the environment.

Mandatory training activities at the operational plants:

- General hazard and risk prevention measures.
- Spill control.
- Handling of hazardous substances.
- Operational control of hygiene, safety and environment in eventual works (Safe Work Analysis).
- Rational use of resources.
- Manual handling of loads.
- Evacuation and drill in case of emergency.
- Healthy living.
- First aid and cardiopulmonary resuscitation.

Mandatory training activities at corporate offices:

- First aid and cardiopulmonary resuscitation (CPR).
- Specific risks for office tasks (use of fire extinguishers, electrical risk and ergonomic risk, among others).

In addition, throughout each year, training activities are added in response to the specific needs of certain areas.

After each activity, we evaluate the effectiveness of these actions through internal audits and report this information to Management, which is responsible for reviewing and suggesting improvements.

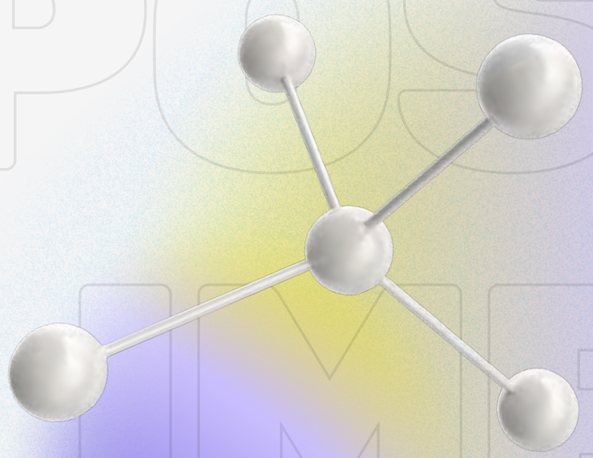
2,400

hours of training focused on the care and integrity of our employees

Main trainings carried out in 2023:

- First aid and CPR, in collaboration with Asociart: during a two-hour interactive session, specialists taught us the basics of first aid and practiced cardiopulmonary resuscitation (CPR) on manikins to simulate real-life scenarios.
- Hands-Only CPR Course: a four-hour intensive session designed specifically for the Human Resources, Legal and Compliance, IT and Housekeeping teams. This activity was certified by the American Heart Association. It covered 3 topics: cardiopulmonary resuscitation, choking and suffocation, and introduction and use of the automated external defibrillator (AED).
- Promoting mental well-being: Together with OSDE, we organized a series of talks on mental health, open to all our teams. Three one-hour sessions were held on the following topics Mindfulness & anxiety, Mindfulness & emotions, and Mindfulness & eating.
- Breast cancer awareness and prevention: eMeeting organized by the OSDE to share practical tools and essential knowledge to detect and prevent this disease.
- Training on HSE (Health, Safety and Environment) risks in the office: Meeting coordinated by the Safety, Hygiene and Environment area, focusing on the specific risks associated with office work. This session was conducted by an external expert from NEPIT and lasted one and a half hours.

POSITIVE IMPACT



Community

MATERIAL TOPIC
Community relations

SDG 10, 17

Impact projects

GRI 3-3, 413-1

We are committed to our communities, always ready to listen to all stakeholders with whom we interact

At Biosidus, we are committed to building a sustainable and healthy future every day. This extends to our community as we contribute to improving people's quality of life, providing them with greater well-being and generating best practices.

We develop and promote projects that have an impact on the communities, based on our three pillars: Education, Health and Environment.

Business activity takes place in an increasingly challenging social environment. As a company, we must strive to build solid relationships with those with whom we interact, especially with the communities near our operations, based on respect, cultural sensitivity, integrity, responsibility, transparency, good faith and non-discrimination.

During the year, we continued our community programs in Argentina and our commitment to social support and sustainable development. This is reflected in the continuous development and improvement of our initiatives, in collaboration with organizations that share our vision.

Being part of this change and generating a triple impact on the community is a premise that is adopted by the company's Chief Executive Officer, who promotes human rights, encourages a correct, transparent and responsible corporate culture and monitors all these principles.

Health

***Trauma* Foundation - *Pasos* Program**

For the third consecutive year, we supported the *Trauma* Foundation in its "*PASOS*: Comprehensive Management of Hip Fractures" program, which proposes a data-based institutional management model based on the Argentine Hip Fracture Registry to improve the quality of care for people affected by this health condition. It is a response to the lack of local and updated information to improve the quality of care for those affected.

This initiative is being implemented in public and private institutions throughout the country to learn about the impact of hip fractures in Argentina, reach consensus on clinical practice guidelines, and develop prevention strategies that promote healthy ageing.

This is a pioneering development in the region, which is gaining particular momentum as part of the Decade of Healthy Ageing 2020-2030 proposed by the World Health Organization (WHO).

Through this collaboration, we contribute to improving the quality of life by promoting actions that have a positive impact on the well-being of society

Education

Projecting into the future

As part of our ongoing collaboration with the Faculty of Pharmacy and Biochemistry of the University of Buenos Aires (FFyB for its acronym in Spanish), we carried out an educational initiative of great value for students of the Biotechnology Processes subject. This collaboration, formalized through a specific agreement signed with the faculty, allowed us to implement the practical work, entitled “Expression and purification of a low molecular weight peptide in E. coli”.

In three independent activities, we gave 15 students the opportunity to observe and participate in a representation of the biotechnological process used by Biosidus to produce active ingredients. These are essential for the manufacture of pharmaceutical products for human therapeutic treatment. In addition, the practical work promotes a valuable space for interaction between future professionals, applied science and biotechnology development companies (vertically integrated such as ours).

At the end, each participant completed a brief survey regarding their experience, obtaining a score of 5/5 in each of the items evaluated. They also highlighted their experience at Biosidus, emphasizing their learning in areas such as the operation and management of the industrial plant, the organizational complexity and the in-depth view of the job opportunities in the industrial sector.

They highlighted the opportunity to apply theory to practice in advanced technologies and techniques, such as HPLC, and to integrate different methods to ensure product quality. They highlighted the valuable experience of understanding, from the inside, how a biotechnology industry works, including production processes, quality control and specific product requirements, demonstrating that it is possible to develop technology at the level of advanced countries.

We plan to expand this initiative by 2024, carrying out activities in both our Bernal and Almagro plants, thus reinforcing our commitment to education and the link between academia and the biotechnology sector.

Bio presence in universities

Professionals from our Clinical Research team gave a lecture at the Argentine University for Business Studies (UADE) for the "Research Methodology" course of the Bachelor of Science in Nutrition program, sharing their experience and knowledge on key aspects of clinical research.

During the presentation, fundamental topics such as the different roles within research, the types of studies conducted and the crucial reporting of adverse effects were discussed.

Our team's participation in this event is a source of enrichment and inspiration for the entire Biosidus community, demonstrating the positive impact that sharing our expertise with future generations can have.

Promoting professional development

In 2023, we celebrated the signing of an agreement with the University Institute for Business Productive and Technological Development of Argentina (IUDPT for its acronym in Spanish). As a result of this agreement, we were able to guarantee full access to scholarships for an employee to study to become a biotechnology technician. Under this agreement, Biosidus will cover 50% of the cost, while the institution will cover the other 50%. A second student is expected in 2024.

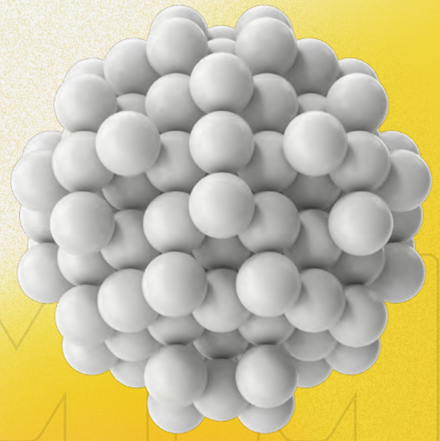
We also participated in the program "Synergies between Universities and Companies for the generation of an applied research agenda with sectoral impact". During the development of these meetings, topics were discussed and debated related to assistance in linking start-ups, companies and investment funds, strengthening teams and human resources, and R&D projects for the development of business products.

The main objective of these workshops is to link the different productive sectors to generate a high impact applied research agenda.

Finally, first-year students from the institute's introductory biotechnology workshop visited our laboratory, along with teachers from the institution and staff from our organization, who were guides inside our facilities.

These actions are framed within the policy of bringing students closer to the business world, generating a very enriching experience for those who participate.

support



Corporate governance, ethics and integrity

COMMITMENT

MATERIAL TOPIC
Business Ethics, Diversity and Equal Opportunity

SDG 5, 8, 10, 12

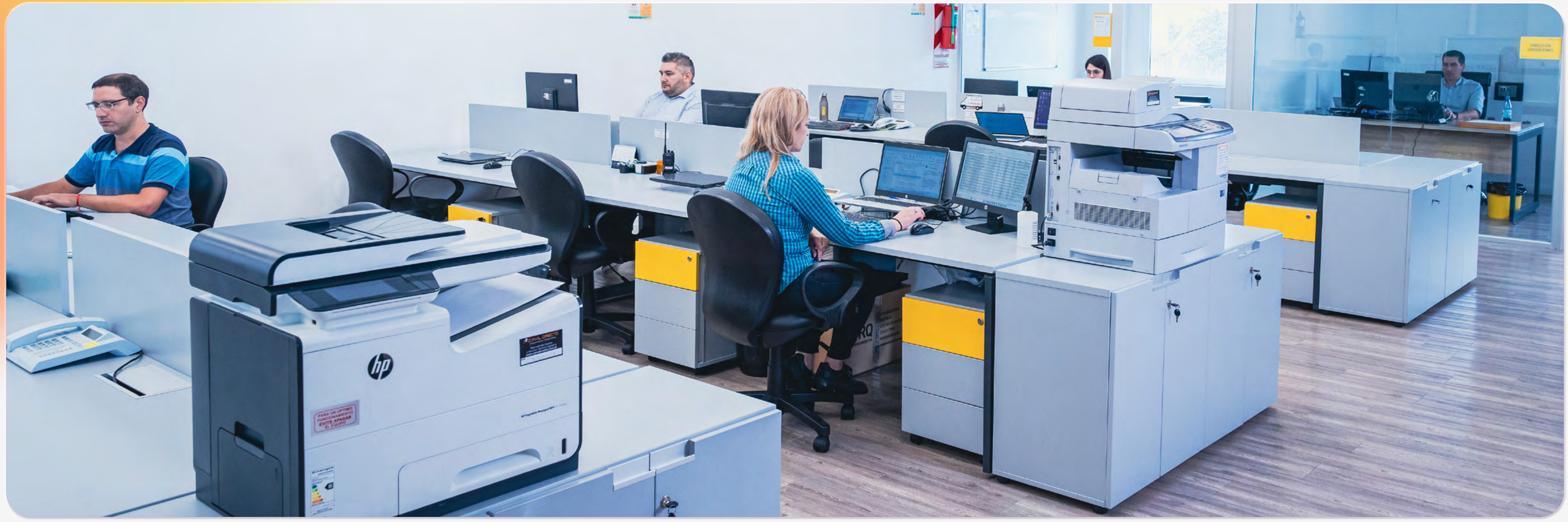
BIOPHARMA ESG
Bussiness Ethics, Integrity and Compliance

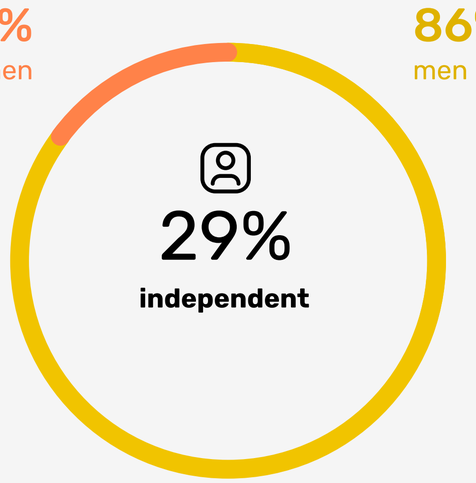
Governance

GRI 2-1, 2-9, 2-10, 2-11, 202-2, 405-1

The general principles that guide Biosidus' Corporate Governance guidelines are transparency, accountability, fair treatment of shareholders and the company's responsibility towards its stakeholders.

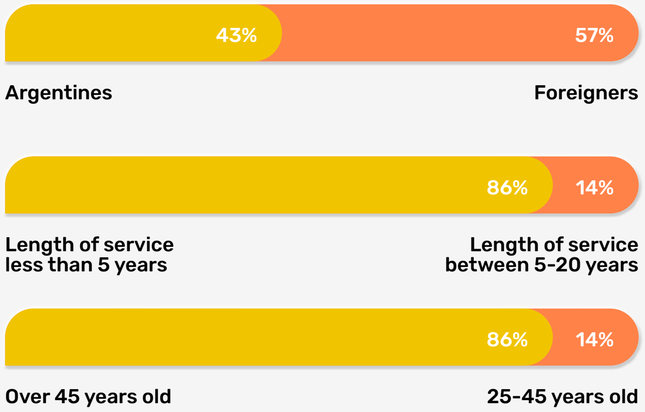
Biosidus Group SA, the sole shareholder of Biosidus SAU, has a Board of Directors composed of seven members, including two independent directors.





NAME AND SURNAME	INDEPENDENT
Santiago Luis García Belmonte	NO
José Miguel Knoell	NO
Alberto Hernández	NO
Santiago Polo	NO
Ramiro Lauzán	NO
Laurence Loyer	YES
Gustavo Mahler	YES

BIOSIDUS GROUP SA



The Board of Directors was appointed on October 18, 2019 and the members remain in office until their replacements are appointed.

Compared to 2022, the composition of the Board of Directors of the company has not changed in terms of gender, age or length of service.

Biosidus SAU

Furthermore, the Board of Directors of Biosidus SAU is composed of three members, 100% men, who were selected on March 31, 2022, for a term of three fiscal years.

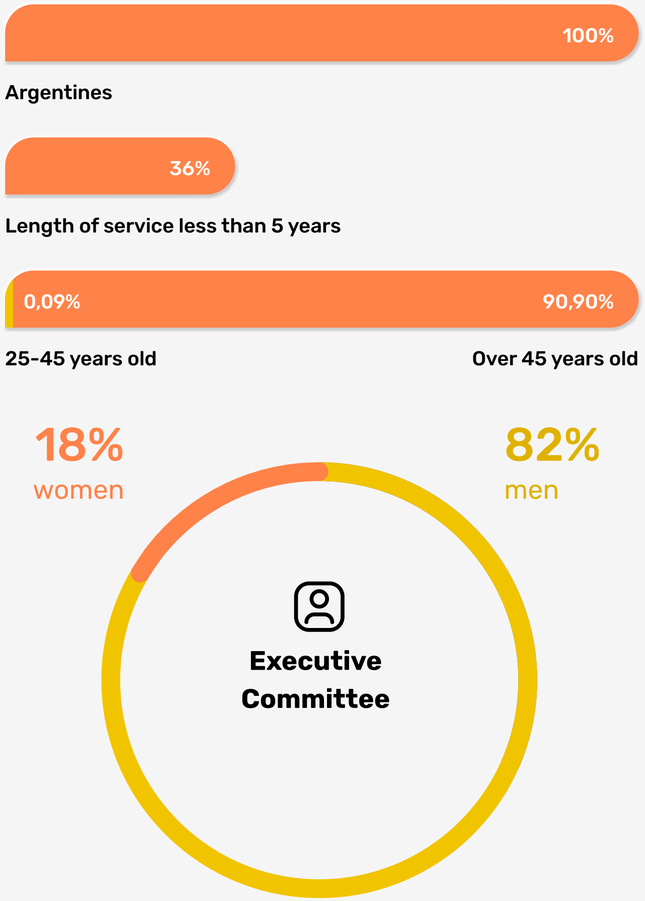
NAME AND SURNAME	EXECUTIVE POSITION
Mariano Luis de Elizalde	Chief Executive Officer
Javier Swiszcz	Legal & Compliance Director
Alberto Hernández	N/A

Biosidus SAU also has an Executive Committee, which is responsible for the operational management of the company and is composed of 11 members:

NAME AND SURNAME	EXECUTIVE POSITION
Mariano Luis de Elizalde	Chief Executive Officer
Marcelo Criscuolo	Director of Quality Assurance and Validation
Javier Enrique Galante	Director of Administration and Finance
Jorge Catella	Director of Business Development & PMO
Paula Olcese	Director of Operations
Guillermo Martín Battolla	Director of Human Resources and Corporate Affairs
Hugo Sotelo	Chief Medical Officer
Javier Swiszcz	Chief Legal and Compliance Officer
Verónica Grimoldi	Regulatory Affairs & Pharmacovigilance Director
Pablo Salvagni	Director of North Latam Commercial Operations
Mario Koch	Director of South Latam Commercial Operations

Biosidus SAU

Executive Committee



Composition of the group companies

COMPANY	REFERENT
Biosidus Colombia SAS	General Manager: Constanza Zambrano Lizarazo
Biosidus México SA de CV	Sole Manager: Mariano Luis de Elizalde
Biosidus Ecuador SAS	General Manager: Escrowadm SA
Rexacorp S.A.	Vicente José Scavone (President) Fernando Massa (Vice President) Luis Resck (Regular Director) Gustavo Harari (Regular Director).

Audit and Risk Committee
Its mission is to evaluate and monitor the effectiveness of the control system, in order to ensure: compliance with the objectives and strategies defined by the Board of Directors of Biosidus Group SA; the effectiveness and efficiency of operations; the reliability of accounting information and compliance with applicable laws and regulations.

This committee is made up of three members of the Board of Directors of Biosidus Group SA.

Compensation Committee
Its purpose is to analyze, evaluate and propose policies, standards and strategic projects related to the human resources of the Biosidus Group and its subsidiaries.

It is made up of three members of the Board of Directors.

Coexistence Committee | Biosidus Colombia
Its purpose is to adopt measures to prevent, correct and sanction workplace harassment and other forms of harassment in the context of labor relations. To this end, both company and employee representatives have been elected. Their appointment is established for a period of 2 years, during which we commit ourselves to provide sufficient time for the Committee's meetings.

For the purpose of its establishment, the functions of the Committee and each of the roles involved have been defined.

Link to the minutes of formation

Our commitment to ethics

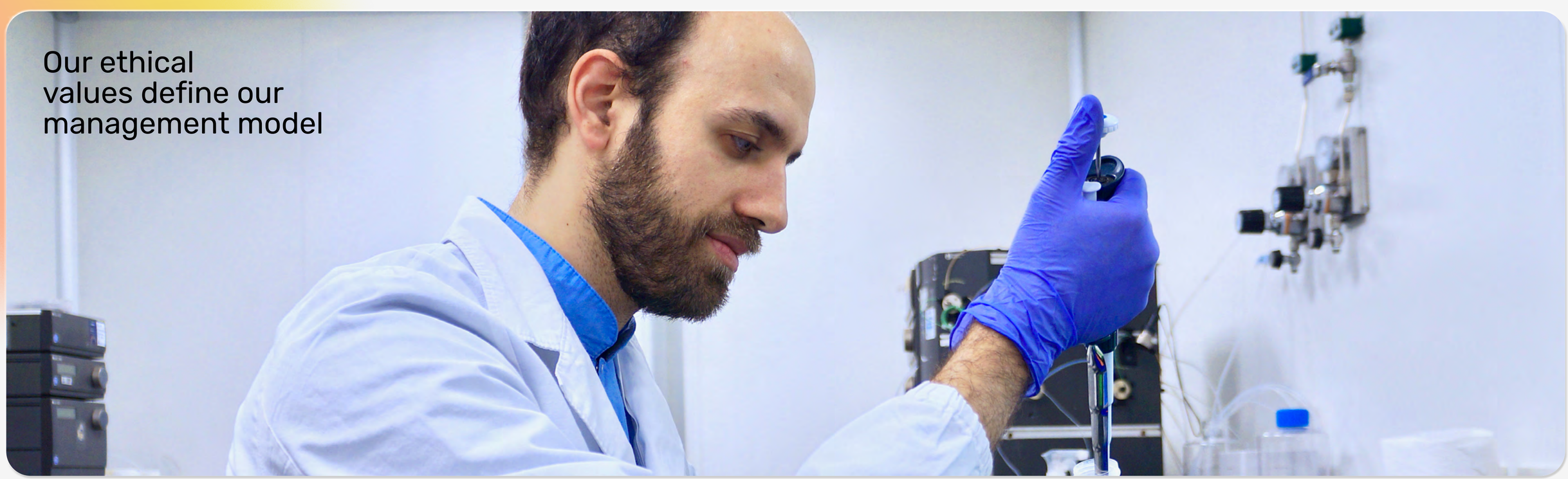
GRI 2-23, 2-26, 2-27, 3-3, 205-2, 205-3

SASB HC-BP-510a.1, HC-BP-510a.2

Integrity program and code of conduct

The Legal and Compliance Department defines an annual plan that allows us to monitor the implementation of the company's **Integrity Program** in order to update it and make the necessary adjustments.

Likewise, we design and implement different mechanisms and procedures that make the policies in force operational.



Our Code of Conduct, which is part of the Integrity Program, reflects our commitment to compliance with current regulations and respect for human rights, promotes good business practices and respect for antitrust laws, while reaffirming our commitment to the implementation of corporate values.

This applies both to our human capital and to third parties acting on our behalf.

We conduct periodic training to reinforce compliance and we promote communications and activities that encourage its application. In the event of non-compliance, we have an external whistleblower channel that anyone (both from the company and other stakeholders) can access quickly, securely and anonymously. In this way, we promote best practices in transparency and business integrity.

Reporting possible violations of the Code of Conduct is essential to protect our business, patients and third parties

In 2023, we received 2 (two) complaints related to the provisions of the Code of Conduct. Both cases were addressed by the Human Resources area, taking all reasonable precautions to maintain the confidentiality of the investigation. Although none of the allegations were ultimately substantiated, we decided to reinforce the communication of the Code of Conduct in the areas involved and to monitor the work environment to prevent the recurrence of similar incidents.

The Audit Committee follows up and monitors compliance with the Integrity Program.

Our Sustainability Report is a communication channel for stakeholders and allows for the submission of complaints and grievances.

During the year, we received no complaints for acts of corruption or acts of unfair competition or monopolistic practices

100% of our staff received specific communication and training on business ethics and anti-corruption practices.

100% of our governing body, business partners and contractors who have exposure to government entities received communication and training on anti-corruption policies and procedures.

Our commitments

- → **COMMITMENT TO INTEGRITY**
- → **COMMITMENT TO COMPLIANCE WITH STANDARDS**
- → **COMMITMENT TO RESPECT FOR OTHERS**
- → **COMMITMENT TO THE PROTECTION OF OUR COMPANY**

We have zero tolerance for acts of bribery and corruption.

Anti-corruption policy

We have an Anti-Corruption Policy that guides our business operations within a framework of ethics and honesty. These actions are aimed at preventing corruption and promoting compliance with all regulations in the countries where we operate.

We have zero tolerance for acts of bribery and corruption. We are committed to acting professionally, fairly and with integrity in all transactions and business relationships, regardless of where we do business.

The Anti-Corruption Policy applies to all persons who are part of Biosidus, as well as to third parties such as representatives, distributors/commercial partners, consultants, agents, contractors, suppliers, joint ventures and/or any other intermediaries who may act on behalf of Biosidus.

With respect to legal actions, in 2023 Biosidus SAU filed a notification of economic concentration with the National Commission for the Defense of Competition in connection with the acquisition by Biosidus SAU of certain assets of Sandoz Pharmaceuticals Panamá SA. This concentration was approved by the Ministry of Industry and Commerce on May 21, 2024.

Our integrated management system

We have an Integrated Management System (IMS) for Quality, Environment and Health and Safety that aims to ensure the quality of our products, the reduction of the environmental impact of our activities and the safety and health of our employees.

We promote our positive impacts and work to avoid, mitigate and reduce those of a negative nature. Our IMS is based on the IRAM ISO 14001 and 45001 standards, which further support our commitment to human capital, society and the environment.

The Integrated Management System has the following main objectives:

- ✓ Address risks and opportunities considering the context in which we operate.
- ✓ Ensure the ability to provide services that meet customer requirements.
- ✓ Facilitate opportunities to improve customer satisfaction levels.
- ✓ Generate evidence of performance that meets regulatory and stakeholder requirements.

The IMS is transversal to the entire company, and mainly covers the processes and equipment for Research, Development and Manufacture of Active Pharmaceutical Ingredients (API) of biotechnological origin, specifically recombinant proteins at the Almagro plant; the processes of Manufacture of Biotechnological Pharmaceutical Products, which contain recombinant proteins as active ingredients at the Bernal plant, province of Buenos Aires; and the processes of Reception and Storage of Packaging Material, Products and Shipment of Finished Product at the Logistics Centre located in the city of Quilmes, province of Buenos Aires.

The IMS defines the procedures that determine how the identification of aspects and the evaluation of impacts should be carried out, how the matrix for the identification of aspects and their evaluation is prepared, and which are the operational controls, hazards and associated risks.

Based on the analysis of our context, management sets annual performance objectives and develops programs to define actions for their achievement and continuous improvement through the various processes included in the IMS.

These objectives are documented, communicated and monitored by means of a Management Dashboard in the Management Control Meetings, held periodically. Compliance is also assessed in Management's review of the performance of the Management System.

Any changes to the IMS must be planned and evaluated, and may relate to:

- Management review.
- External or internal audits of the IMS.
- Customer complaints and claims.
- Satisfaction surveys.
- Improvements in production, conservation and dispatch processes.
- Detection of failures or opportunities for improvement during the development of processes.
- Changes in current regulations.
- Information arising from the usual analysis of the market, in relation to the competition.
- Changes proposed by stakeholders.

quality

In addition, in accordance with GMP requirements, we must demonstrate the reproducibility of our product manufacturing processes.

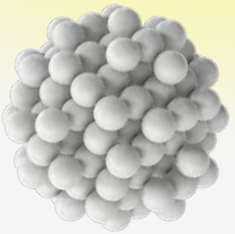
Therefore, the implementation of changes is a reason that could potentially affect the processes or products manufactured. To address this risk, we have developed a procedure for evaluating and authorizing changes to facilities, equipment and processes.

The IMS documents all the information necessary to ensure the relevance, applicability and consistency of the methodologies, which ensure compliance with expectations regarding our performance. The information includes that required by the regulatory framework and that defined by the organization as necessary to regulate and organize its processes and to demonstrate compliance.

One of the fundamental aspects on which the IMS is based is the management of the documentation that supports all the activities we carry out for our drug manufacturing process.

This documentation includes:

- IMS Policies: Determine the first level guidelines in relation to Quality, Environment, Energy Efficiency and Occupational Safety and Hygiene.
- IMS Manual: Identifies the elements of the IMS and their interaction. It states the IMS Policy and describes how the operating mechanisms are implemented.
- Specific Procedures, Work Instructions, Forms: Determine the responsibilities, methodologies and records associated with a specific level.
- General Procedures: Define the responsibilities, methodologies and procedures at a general level associated with a main process, and raises the interaction with other processes of the IMS.
- Instructions: Determine the steps to follow, the criteria to perform tasks and how to create a record. The company's operating records are kept in the forms.
- Technical Documentation: Supporting information for the processes. Full definitions of technical aspects.
- Follow-up, Measurement and Analysis: They allow us to demonstrate the acceptance of our services, ensure the continuity of the IMS and improve its effectiveness.
- Records: Provide objective evidence of the degree of compliance regarding Quality, Environmental, Health and Safety and Hygiene requirements. They collaborate in the analysis of data for decision making and ensure the traceability of processes. They are made in accordance with legal or contractual provisions, and are available to any supervisory or auditing body. International guidelines and directives are used for their drafting and creation.
- Non-conformity Management: In the event of a non-conformity, we implement a systematic mechanism to record and deal with it, in order to minimize the effect of the deviation, analyze its causes and take actions to prevent its recurrence. We have a documented procedure that describes the steps to be followed and ensures the preservation of records of all stages of treatment.



Comprehensive approach to risk and opportunity management

To identify and manage - in advance - the risks and opportunities that may arise in this area, we use an integrated approach: the SWOT analysis (Strengths, Weaknesses, Opportunities and Threats).

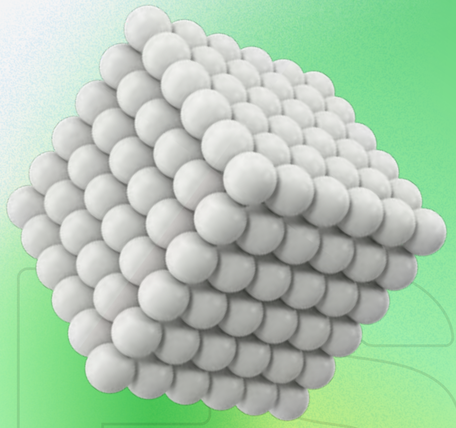
This analysis is part of our strategic planning, which is based on three fundamental pillars: stakeholders, context analysis and strategic and operational goals. First, we make sure we understand the expectations and needs of all our stakeholders, including, including management/shareholders/board, external/internal customers, regulatory bodies, neighborhood community and trade union.

We then conduct a SWOT as part of the context analysis, which provides us with valuable information to make informed decisions on how to address the risks and capitalize on the opportunities identified.

Finally, based on the results, we define and set clear and measurable strategic and operational goals. These are tracked on a monthly basis, using the Hoshin Kanri (1), project management methodology, allowing us to continuously monitor our progress and adjust actions as needed to mitigate risks and capitalize on emerging opportunities.

This integrated approach maintains our commitment to operational excellence and long-term sustainability.

[1] Hoshin Kanri is a strategic planning tool that organizations use to link the overall goals of the organization to the daily work of each employee.



Economic performance

RESULTS

MATERIAL TOPIC
Economic Performance; Value Chain Management and Development

SDG 8, 9, 12

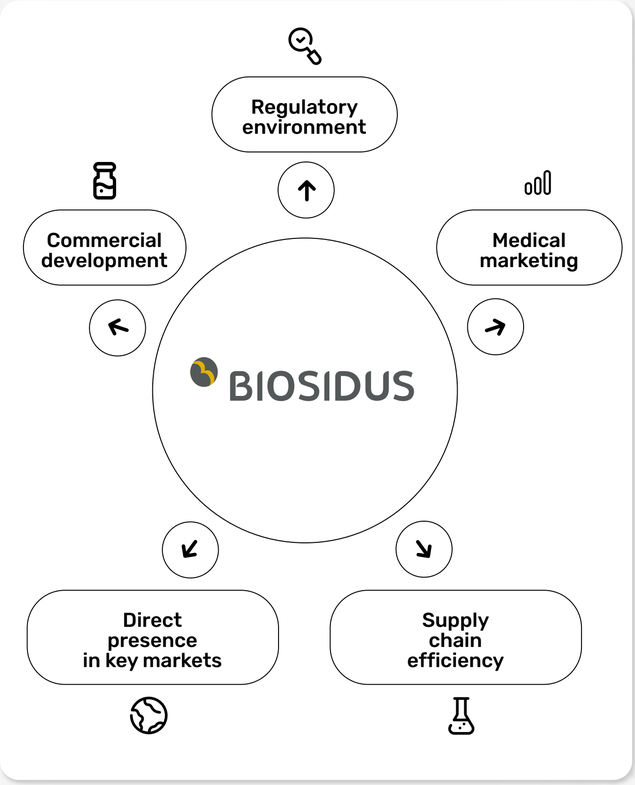
BIOPHARMA ESG
Supply chain management

GRI 3-3, 201-1

Our business

Being leaders in the biosimilars market is a challenge we face every day. The maelstrom of the market, the competition and the uncertainties of the environment force us to take risks in order to continue to grow.

Our business plan is based on strategic pillars:



These pillars define the actions over which we have full control; they allow us to position ourselves in the market as a solid and reliable company, compliant with regulations and at the forefront of health requirements.

These premises allow us to grow and expand. The agreement signed with the multinational Sandoz for the commercialization of its product portfolio and the opening of the Biosidus Mexico subsidiary, where we started operations with our own office, are clear examples of our strength as a company committed to sustainable growth.

All this journey allows the decisions taken to gain strength and generate alliances, commitments and new growth opportunities that build the foundations of a leading company.

We have a clear goal that drives our commercial approach: to continue our expansion as leaders in the biosimilars market

In order to achieve this goal, we have human resources that allow us to keep up with the international market and that, on a daily basis, promote the knowledge and experience necessary to be leaders.

In a context that is complex due to the many variables that affect growth, competition and market access, we manage to balance them and give direction to our business. All of this has been facilitated by our business strategy and the alliances we have created, as well as the positive market acceptance of biosimilars.

During these 40 years of experience, we have faced the most complex scenarios and strengthened our brand through the recognition of the quality and efficacy of our products

In order to develop our financial management in a transparent and ethical manner, we prepare monthly closing reports that include the following information:

Procedure and management system

- Biosidus Executive Committee (BEC): In weekly meetings, the members of the Executive Committee and the Chief Executive Officer analyze the most relevant issues that may affect the management of the business and jointly outline the courses of action to be taken in the short and medium term.
- Income Statement (P&L): Comprises all the lines of the income statement up to EBITDA, with the comparison against the budget of the previous month and the same period reported the previous year.
- Sales analysis: The report analyzes monthly sales compared to the budget. In this way, it is determined whether there are delays in delivery, whether the requirements of the products included are going to be met, or whether there are changes to be made to the forecast. The report consists of an analysis by region and by molecule (or SKU), and is presented by the Commercial Planning area to the Chief Executive Officer and commercial managers, to review the main deviations.
- Working capital evolution: The report incorporates the items that make up the working capital, compared with the previous month and with the same period of the previous year, as well as the evolution of the year. Differences are analyzed and explanations are included in the report.
- Financial debt status: We conduct an analysis of the status of our financial debt, which allows us to know the status of our commitments.
- Forecast preparation: Throughout the year, several forecasts are made that include the actual information (up to the period of preparation) and the re-estimation of the remaining periods until the end of the year.
- Industrial Forum Meeting: Every month, we prepare a report describing and analyzing the performance of Biosidus' industrial plants. These indicators mainly relate to: units of active ingredients and finished products processed, human resources indicators (such as absenteeism, overtime, work-related accidents, etc.), quality control indicators (detailing the number of analyses performed and the result), etc.

This information allows us to monitor economic performance on a monthly basis, detect potential deviations and make timely corrections.

Objectives

We establish individual objectives, made up of personal goals, related to activities and developments that add value to the company's performance.

Additionally, there is a trigger linked to the company's results (actual EBITDA vs. EBITDA budget). These objectives are documented in the corresponding company systems.

Sustainable financing of our operations

In 2023, we again received USD 3.9M from BBVA Bank, in support of sustainable financing, which was allocated to the sale of biosimilar products to Peru, Colombia, Paraguay, Dominican Republic, Ecuador, Algeria and Thailand.

This sustainable financing facilitates access to more medicines for underprivileged populations. This operation was certified as sustainable in the social category of affordable basic infrastructure within the framework of BBVA Corporate & Investment Banking (CIB) Sustainable Products.

Main economic indicators

Below is the table of Direct Economic Value Generated and Distributed according to GRI considerations in its disclosure 201-1.

This information arises from the Annual Report and Financial Statements of Biosidus Group in accordance with IFRS standards for the fiscal year ended December 31, 2023, comparative with the last two previous periods. The values are expressed in US dollars.

It is worth mentioning that, for all these indicators, the concept of profit/loss for the year constructed on an accrual basis was followed, so that it is comparable with the reported financial statements.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (IN USD)	STAKEHOLDER	2023	2022	2021
ECONOMIC VALUE GENERATED				
Revenues / Net Sales	**Customers**	**$63,629,981**	**$71,204,646**	**$68,240,833**
Other Revenues		**$2,143,211**	**$2,013,072**	**$2,845,871**
TOTAL ECONOMIC VALUE GENERATED	**$65,773,192**	**$73,217,718**	**$71,086,704**	**20,194,627**
ECONOMIC VALUE DISTRIBUTED				
Operating costs	Suppliers	$39,886,740	$45,854,942	$40,196,614
Employee wages and benefits	Employees	$21,690,458	$28,758,501	$22,840,617
Payments to providers of capital	Credit providers	$7,500,874	$(62,350)	$988,614
Payments to government	Government	$2,821,838	$(5,225,260)	$13,192,439
Community investments	Community	$ -	$ -	$ -
TOTAL ECONOMIC VALUE DISTRIBUTED		**$71,899,910**	**$69,325,833**	**$77,218,284**
TOTAL ECONOMIC VALUE RETAINED		**$(6,126,718)**	**$3,891,885**	**$(6,131,580)**

	2023	2022	2021
Operating costs	**$39,886,740**	**$45,809,942**	**$40,196,614**
Cost of sales	$25,677,739	$26,069,633	$22,195,353
Marketing expenses	$7,341,923	$13,357,637	$11,521,576
Administrative expenses	$2,705,777	$4,283,548	$4,096,494
Exploration expenses	$4,161,301	$2,144,124	$2,383,191
Salaries, wages and social contributions	**$21,690,458**	**$28,758,501**	**$22,840,617**
Salaries and social security contributions	$19,700,968	$26,104,930	$20,324,062
Other employee benefits	$1,989,490	$2,653,571	$2,516,555
Payments to providers of capital	**$7,500,874**	**$(62,350)**	**$988,614**
Interest	$7,500,874	$(62,350)	$988,614
Taxes, fees and contributions	**$2,821,838**	**$(5,225,260)**	**$13,192,439**
Income tax	$773,871	$(7,601,629)	$11,059,218
Tax on bank debits and credits	$1,612,300	$1,798,521	$1,544,951
Taxes, contributions, etc,	$435,667	$577,848	$588,270

Value chain

MATERIAL TOPIC
Procurement practices

GRI 2-6, 3-3, 204-1

SASB HC-BP-430a.1

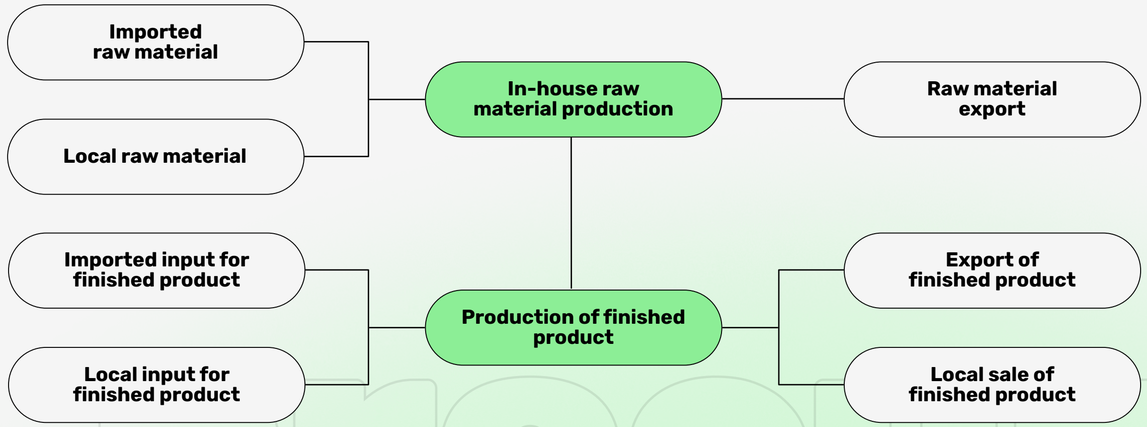
We work to increase the positive impact of our entire value chain.

In 2023, we continued our expansion process, improving our facilities and processes in line with local and international requirements. This allows us to create real and lasting relationships throughout our value chain.

In our supply chain, and as established in our IMS, we have documented internal procedures that define the conditions under which purchases and contracts must be formalized and which suppliers must comply with in order to obtain the qualification and homologation required by the company. In addition, we ensure effective control over the products and materials we purchase and the services we decide to outsource.

We periodically evaluate the overall performance of the supplier network, including environmental and health and safety aspects (where applicable). We implement a rigorous audit system for our suppliers of critical inputs and services, which, through this proactive approach, allows us to maintain their qualification and ensure the robustness of this chain.

Our procurement process



As part of the supply process, we define 3 main vectors to address potential risks of disruptions in the supply chain:

1. **Safety stock:** Applies to supplies, materials and raw materials critical to the operation. In its definition, lead time of supply, consumption units according to production plan, etc., are considered.
2. **Supplier audits:** The purpose of these audits is to guarantee the supplier's soundness and compliance with local and international standards specific to our company's activity, such as GMP, ISO 45001 and 14001, etc.
3. **Development of alternative suppliers:** The development of alternative suppliers, as an additional measure aimed at covering potential risks, is a constant and is part of the internal policies of the supply process.

Our supply chain control process

Supplier audits are guided by our Internal Procedures Standards, which detail the procedure to be followed and include health, safety and environmental aspects (e.g. waste management, environmental suitability certificate, etc.). In this sense, specific audit programs are established for each supplier, depending on their relevance and the type of input or service they provide.

These programs are designed to evaluate and ensure compliance with quality, safety, efficiency and ethical standards.

In 2023, we conducted 18 supplier audits: 6 on service suppliers and 12 on input suppliers, of which three are ongoing.

The overall results were satisfactory, and where observations were made, they were addressed in a timely manner, resulting in 100% compliance.

In addition, two of our suppliers, Sartorius and Pall Technology, are **Rx-360** certified, which aims to protect patient safety by sharing information and developing processes related to the integrity of the healthcare supply chain and the quality of their materials.

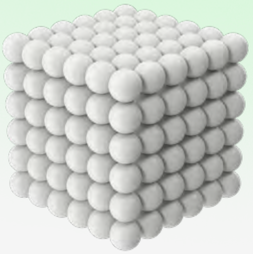
Our Misconduct Investigation and Anti-Corruption Policies apply to both employees and third parties related to the company.

Our Integrated Management System (IMS), related to the implementation of ISO 14001, Environmental Management Systems, and ISO 45001, Occupational Health and Safety Management Systems, includes management standards and policies. These regulate the relationship with our supplier companies and are mandatory for the work performed by contractors and service providers at our sites. These processes define the variables that we need to audit from those who are part of our supply network, both for services and production inputs, including the environment as a key variable in weighing the results of the evaluation and helping to decide whether or not to continue working with them.

Our supplier network

Local suppliers

We seek to ensure that the largest proportion of our supply chain procurement budget is allocated to local suppliers, those located in the same country of operation as the commercial agreement.



Critical suppliers

We define critical suppliers as those that can have a significant impact on the continuity of our operations and our business model. In accordance with our supplier audit program, we achieved 100% compliance with all our critical suppliers relevant GMP. This is essential to ensure the quality and safety of our supply chain.

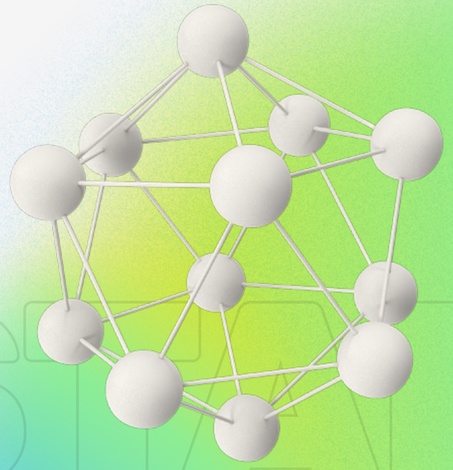
Suppliers by location

	2023		2022	
	Services	Products	Services	Products
Domestic	36%	50%	49%	17%
International	8%	6%	11%	23%

Volume of purchases

	2023	2022
	Products	Products
Domestic	86%	66%
International	14%	34%

suppliers



About this report

SUSTAINABILITY

GRI 2-2, 2-3, 2-5

Our third Sustainability Report was prepared in accordance with the GRI Standards. At the same time, we applied the SASB (Sustainability Accounting Standards Board) standards and took into consideration the Biopharma Investor ESG Communications Guidance.

Our report is presented on an annual basis and the reporting period covers actions taken from January 1 through December 31, 2023.

The information contained in this document covers the company's operations in Argentina and its foreign subsidiaries (Colombia, Mexico and Ecuador); the Human Capital chapter covers the company's employees in its operations in Argentina and Colombia, and the Environment chapter covers only the production facilities in Almagro and Bernal (Argentina).

Through this valuable tool, we report on the initiatives, alliances, programs and results of our economic, social, governance and environmental performance in 2023.

This report has not been subject to external verification or assurance, which will be considered for future publications.

Contact

If you have any questions or comments about our Sustainability Report, please contact us at:

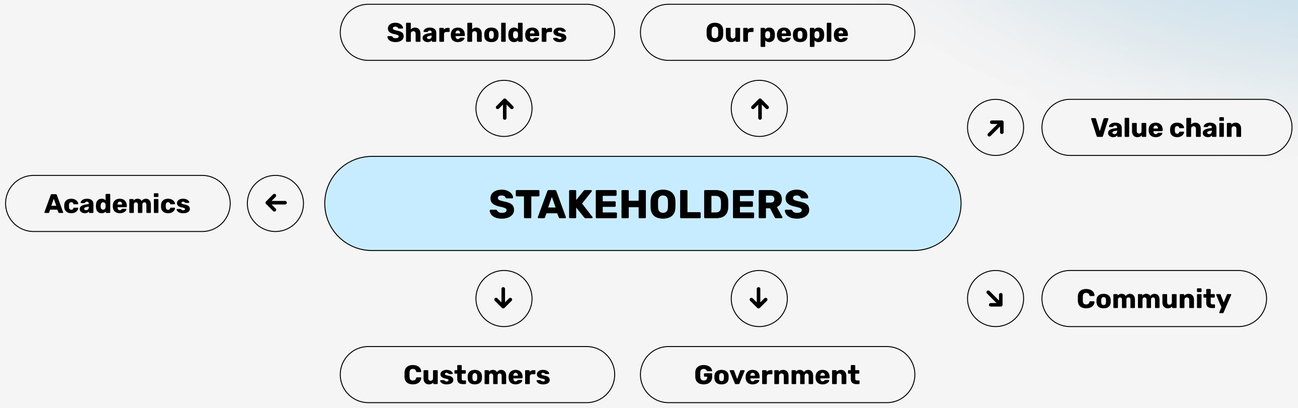
info@biosidus.com.ar

Stakeholders

GRI 2-29

At Biosidus, we promote an open and effective dialogue with the different stakeholders to build long-term relationships based on trust and transparency

Maintaining a continuous dialogue with all of our stakeholders through the different communication channels available allows us to understand and take into consideration their interests, concerns and expectations regarding our management.



Biosidus stakeholders

STAKEHOLDER	DESCRIPTION	PARTICIPATION MECHANISMS
Shareholders	Biosidus Group and the rest of the companies related to the group	→ Monthly meetings of the governing bodies
Our people	Internal public: employees and contractors	→ Team meetings → Intranet → Climate survey and feedback → Open meetings → Leaders' meeting → Breakfasts with new hires and promoted employees → CEO lunches with middle management → Performance management → Diversity and Inclusion Committee → Joint Safety and Hygiene Committee
Value chain	Companies that supply domestic and international inputs for the production of raw materials and finished products	→ Audits → Control of contractors
Community	→ CILFA (Industrial Chamber of Argentine Pharmaceutical Laboratories) → CAB (Argentine Chamber of Biotechnology) → CAPDROFAR (Argentine Chamber of Producers of Pharmaceutical Chemicals) → Neurological Society → Nephrological Society → Hospitals → Specialized Medical Professionals → UAS (Argentine Union of Health Entities) → NGOs and civil associations	→ Regular meetings → Participation in business chambers. → Link with NGOs

STAKEHOLDER	DESCRIPTION	PARTICIPATION MECHANISMS
Government	→ IISSS (Social Security Health Research Institute) → National Cabinet Office → Ministry of Science & Technology → Ministry of Productive Development → Ministry of Social Development → Ministry of Health → Superintendence of Health Services → ANMAT (National Administration of Drugs, food and Medical Devices) → INPI (National Institute of Industrial Property)	→ Meetings with officials → Annual audits by regulatory authorities
Customers	Customers of all our products	→ Technology transfer activities
Academics	→ CONICET (National Scientific and Technical Research Council) → Universities	→ Lectures and presentations at universities → Internship programs

stakeholders

Materiality analysis

GRI 3-1, 3-2

To prepare this report we reviewed the material topics defined in 2021 to ensure alignment with our sustainability strategy and internal policies and values. We established the corresponding scopes with greater specificity, but there were no significant changes in the material topics for fiscal year 2023.

In addition, we included topics defined by SASB for the pharmaceutical industry, sector references, the Biopharma Investor ESG Communications Guidance and the Sustainable Development Goals.

In this way, we ensure that our strategy focuses on the areas that are most relevant to our stakeholders and to our company, adapting to a rapidly evolving environment in terms of sustainability.

Our analysis process

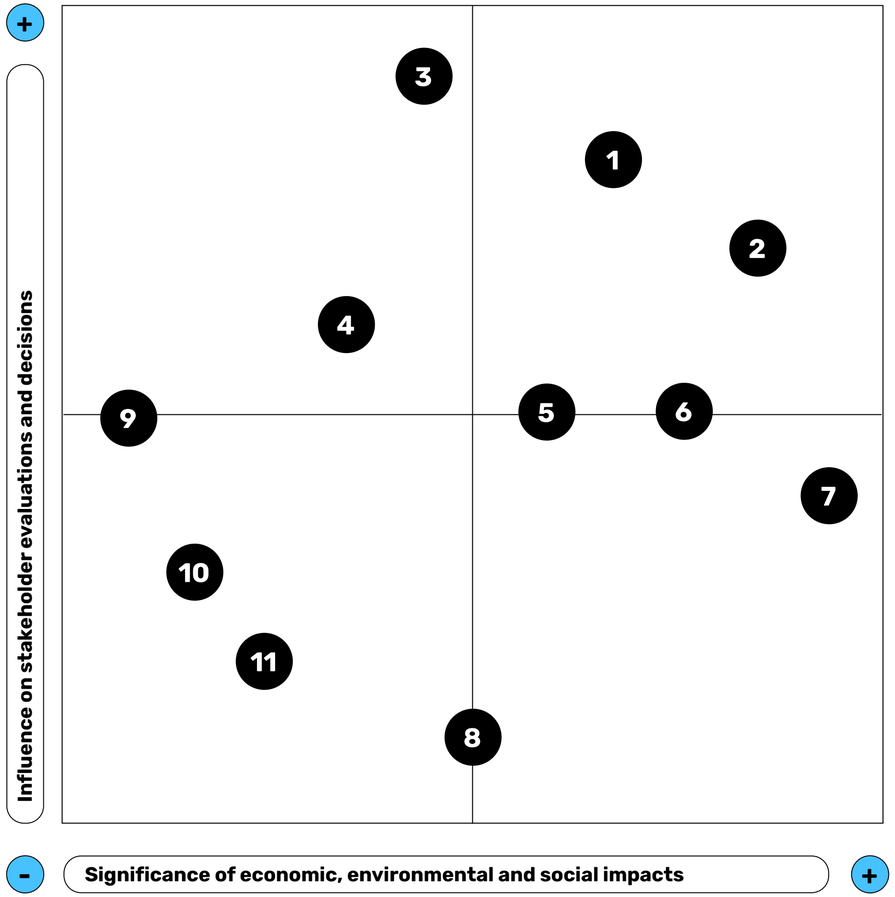
This process is carried out to analyze the materiality and define the contents of the report:

- Benchmark with leading companies in the pharmaceutical industry.
- Consultation and participation of the Executive Committee.
- Materiality surveys to stakeholders.

Materiality matrix

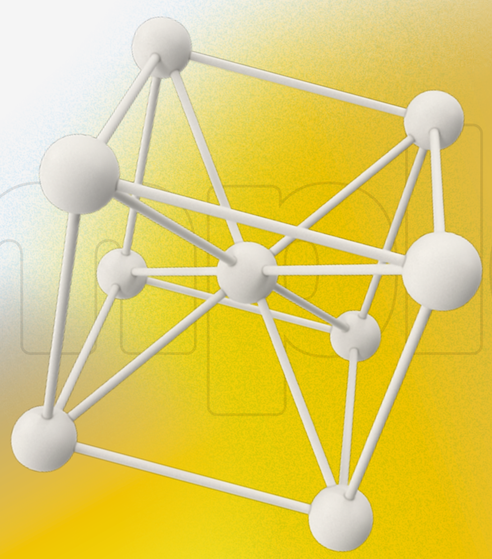
As a result of the materiality analysis conducted with our stakeholders, we obtained the Materiality Matrix, which prioritizes the fundamental and relevant issues for our organization's agenda and incorporates the vision of the different stakeholders.

All this allows us to achieve the various targets set by the United Nations Sustainable Development Goals by 2030.



MATERIAL TOPIC AND COVERAGE

1. **Business Ethics**
   External and internal
2. **Access to and safety of medicines**
   External
3. **Innovation**
   External and internal
4. **Value chain management and development**
   External and internal
5. **Occupational health, safety and well-being**
   Internal
6. **Talent attraction and development**
   External and internal
7. **Economic performance**
   External and internal
8. **Diversity and equal opportunity**
   External and internal
9. **Environmental footprint**
   External and internal
10. **Responsible communication**
    External
11. **Community relations**
    External



Annexes

GRI content index

Statement of use: Biosidus has reported the information cited in this GRI content index for the period 01/01/2023 to 31/12/2023 with reference to the GRI Standards.

GRI 1 used
GRI 1: Foundation 2021

DISCLOSURE	LOCATION	2030 AGENDA SDG
GRI 2: GENERAL DISCLOSURES 2021		
1. THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1 Organizational details		
2-2 Entities included in the organization's sustainability reporting		
2-3 Reporting period, frequency and contact point		
2-4 Restatements of information	There is no significant restatement of information	
2-5 External assurance	Without assurance	
2. ACTIVITIES AND WORKERS		
2-6 Activities, value chain and other business relationships	5, 112	
2-7 Employees	53	8 - 10
3. GOVERNANCE		
2-9 Governance structure and composition	96	5 - 16
2-10 Nomination and selection of the highest governance body	96	5 - 16
2-11 Chair of the highest governance body	96	16
2-14 Role of the highest governance body in sustainability reporting		
202-2 Proportion of senior management hired from the local community	96	8
4. STRATEGY, POLICIES AND PRACTICES		
2-22 Statement on sustainable development strategy	3	
2-23 Policy commitments	100	
2-26 Mechanisms for seeking advice and raising concerns	100	16
2-27 Compliance with laws and regulations	100	
2-28 Membership associations	20	

DISCLOSURE	LOCATION	2030 AGENDA SDG
5. STAKEHOLDER ENGAGEMENT		
2-29 Approach to stakeholder engagement	117	
2-30 Collective bargaining agreements	79	8
GRI 3: MATERIAL TOPICS 2021		
3-1 Process to determine material topics	119	
3-2 List of material topics	119	
BUSINESS ETHICS		
3-3 Management of material topics	100	
205-2 Communication and training about anti-corruption policies and procedures	100	16
205-3 Confirmed incidents of corruption and actions taken	100	16
ACCESS TO AND SAFETY OF MEDICINES		
3-3 Management of material topics	31	
416-1 Assessment of the health and safety impacts of product and service categories	31	
INNOVATION		
3-3 Management of material topics	22	
Patents filed	22	
VALUE CHAIN MANAGEMENT AND DEVELOPMENT		
3-3 Management of material topics	112	
204-1 Proportion of spending on local suppliers	114	8
OCCUPATIONAL HEALTH, SAFETY AND WELL-BEING		
3-3 Management of material topics	83	
403-1 Occupational health and safety management system	83	8
403-2 Hazard identification, risk assessment, and incident investigation	83	8
403-3 Occupational health services	87	8

DISCLOSURE	LOCATION	2030 AGENDA SDG
403-4 Worker participation, consultation, and communication on occupational health and safety	87	8 - 16
403-5 Worker training on occupational health and safety	87	8
403-6 Promotion of worker health	87	3
403-9 Work-related injuries	85	3 - 8 - 16
403-10 Work-related ill health	85	3 - 8 - 16
ECONOMIC PERFORMANCE		
3-3 Management of material topics	107	
201-1 Direct economic value generated and distributed	107	8 - 9
TALENT ATTRACTION AND DEVELOPMENT		
3-3 Management of material topics	53, 56, 59, 61, 74	
401-1 New employee hires and employee turnover	59	5 - 8 - 10
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	80	2 - 5 - 8
401-3 Parental leave	61	5 - 8
404-1 Average hours of training per year per employee	74	4 - 8 - 10
404-2 Programs for upgrading employee skills and transition assistance programs	74	8
404-3 Percentage of employees receiving regular performance and career development reviews	77	5 - 8 - 10
DIVERSITY AND EQUAL OPPORTUNITY		
3-3 Management of material topics		
405-1 Diversity of governance bodies and employees	56	5 - 8
405-2 Ratio of basic salary and remuneration of women to men	79	5 - 8 - 10
ENVIRONMENTAL FOOTPRINT		
3-3 Management of material topics	46, 47, 50	
302-1 Energy consumption within the organization	47	7 - 8 - 12 - 13
302-3 Energy intensity	47	7 - 8 - 12 - 13

DISCLOSURE	LOCATION	2030 AGENDA SDG
303-1 Interactions with water as a shared resource	46	6 - 12
303-2 Management of water-discharge related impacts	46	6
303-3 Water withdrawal	46	6
305-1 Direct (Scope 1) GHG emissions	47	3 - 12 - 13 - 14 - 15
305-2 Energy indirect (Scope 2) GHG emissions	47	3 - 12 - 13 - 14 - 15
305-4 GHG emissions intensity	47	13 - 14 - 15
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	47	3 - 12 - 14 - 15
306-1 Waste generation and significant waste-related impacts	50	3 - 6 - 11 - 12
306-2 Management of significant waste-related impacts	50	3 - 6 - 8 - 11 - 12
306-3 Waste generated	50	3 - 6 - 11 - 12 - 15
306-4 Waste diverted from disposal	50	3 - 11 - 12
306-5 Waste directed to disposal	50	3 - 6 - 11 - 12 - 15
COMMUNITY RELATIONS		
3-3 Management of material topics	91	
413-1 Operations with local community engagement, impact assessments, and development programs	91	10 - 17
RESPONSIBLE COMMUNICATION		
3-3 Management of material topics	37	
417-1 Requirements for product and service information and labeling	39	12
417-2 Incidents of non-compliance concerning product and service information and labeling	39	16
417-3 Incidents of non-compliance concerning marketing communications	37	16
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	41	16

SASB content index

Sector: Healthcare
Industry: Biotechnology & pharmaceuticals
Version: 2018

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS		
CODE	**ACCOUNTING METRIC**	**PAGE OR REFERENCE**
SAFETY OF CLINICAL TRIAL PARTICIPANTS		
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	The safety and quality of these trials, in different parts of the world, is guaranteed by the insurance policies associated with each clinical trial. In addition, we have a direct reporting line for any case that may require it: farmacovigilancia@biosidus.com.ar.
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2)Official Action Indicated (OAI)	In 2023, there were no U.S. Food and Drug Administration (FDA) pharmacovigilance inspections that resulted in any corrective or preventive actions.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	In this period, there were no monetary losses related to clinical studies arising from legal proceedings associated with clinical trials in developing countries. We would like to mention that the management process to guarantee quality and safety is carried out through the area's own SOPs and vendors or CROs, in our case, in addition to the insurance policies that cover our patients.
ACCESS TO MEDICINES		
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	See chapter Access to and Safety of Medicines, page 31.
DRUG SAFETY		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Listed in the list of products in the FDA's MedWatch database of human medical product safety alerts are: Epoetin alfa (Hemax), Bortezomib (Bromadene), Teriparatide (Osteofortil), Interferon beta 1a (Blastoferon and Escleroferon), Azacitidine (Amilix), Cladribine (Cellstat), Interferon alfa 2b (Bioferon), Fingolimod (Biomonar), Somatropin (HHT), Filgrastim (Neutromax) and Pazopanib (Zoker). As for Sandoz products: Zoledronic acid (Aclasta), Adalimumab (Hyrimoz), Etanercept (Ereolzi), Rituximab (Rixathon), Somatropin (Omnitrope), Tacrolimus (Tacrolimus Sandoz), Clomipramine (Anafranil), Entacapone (Comtan), Treprostinil (Treprostinil Sandoz), Posaconazole (Posaconazole Sandoz).

HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	In 2023, a total of 10 AE's due to death were reported to ANMAT, where it was not possible to establish attributability. They were due to the following causes: - Cardiorespiratory arrest: 3 - Cerebrovascular accident: 1 - Unspecified cause: 5 - Massive infarction: 1 Seven of them occurred during treatment with Osteofortil (teriparatide), two of the 5 that did not specify the cause of death occurred in patients on treatment with HHT Pen (Somatropin), while the last one occurred in a patient on treatment with Escleroferon (interferon beta 1a).
HC-BP-250a.3	Number of recalls issued, total units recalled	We have not had any recall, neither on our own initiative nor indicated by the Authorities.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	In 2023, there were 4,825 units due to returns from the market. Our internal policy is that none of these units return to stock. All units returned from the market are discarded.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	In 2023, there were no GMP violations.
ETHICAL MARKETING		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	See Chapter on Responsible Communication, page 37.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See Chapter on Responsible Communication - Advertising, page 42.
EMPLOYEE RECRUITMENT, DEVELOPMENT AND RETENTION		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	See Chapter on Human Capital Management-Talent Management, page 68.
HC-BP-330a.2	(1)Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) mid-level managers, (c) professionals, and (d) all others	See Chapter on Human Capital Management-Hiring and Termination, page 59.
SUPPLY CHAIN MANAGEMENT		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	See Chapter on Economic Context. Value Chain, page 112.
BUSINESS ETHICS		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	See Chapter on Corporate Governance, Ethics and Integrity. Our Commitment to Ethics, page 100.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	See Chapter on Responsible Communication. P. 37 and Corporate Governance, Ethics and Integrity. Our Commitment to Ethics, page 100.

ACTIVITY METRICS		
CODE	**ACTIVITY METRIC**	
HC-BP-000.A	Number of patients treated	Total adherence follow-ups (patient calls): 23,911 across all PSP products.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	See Chapter on Innovation and Knowledge. Trademarks and Patents, page 22.

Biopharma ESG communications

ALIGNMENT WITH BIOPHARMA'S "ESG COMMUNICATIONS GUIDE"		
BIOPHARMA MATERIAL TOPIC	**BIOSIDUS MATERIAL TOPIC**	**CHAPTER - PAGE**
Access to health care and drug prices	Access to and safety of medicines	BIO DNA-page 31
Business ethics, integrity and compliance	Corporate Governance ethics and integrity	Governance, ethics and integrity-page 95
Environmental impacts	Environmental footprint	Environmental performance-page 43
Human Capital Management	Talent attraction and retention	Human Capital Management-page 52
	Occupational health, safety and well-being	
	Diversity and equal opportunity	
Innovation	Innovation	BIO DNA-page 21
Product quality and patient safety	Access to and safety of medicines	BIO DNA-page 31
Supply Chain Management	Value chain management and development	Economic performance-page 107
Clinical trials	Sustainable communication (customer privacy)	BIO DNA-page 37

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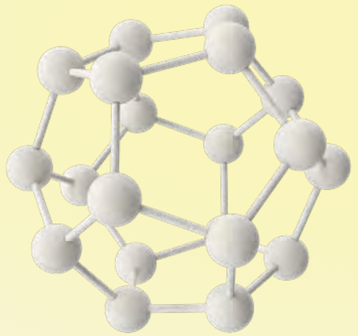

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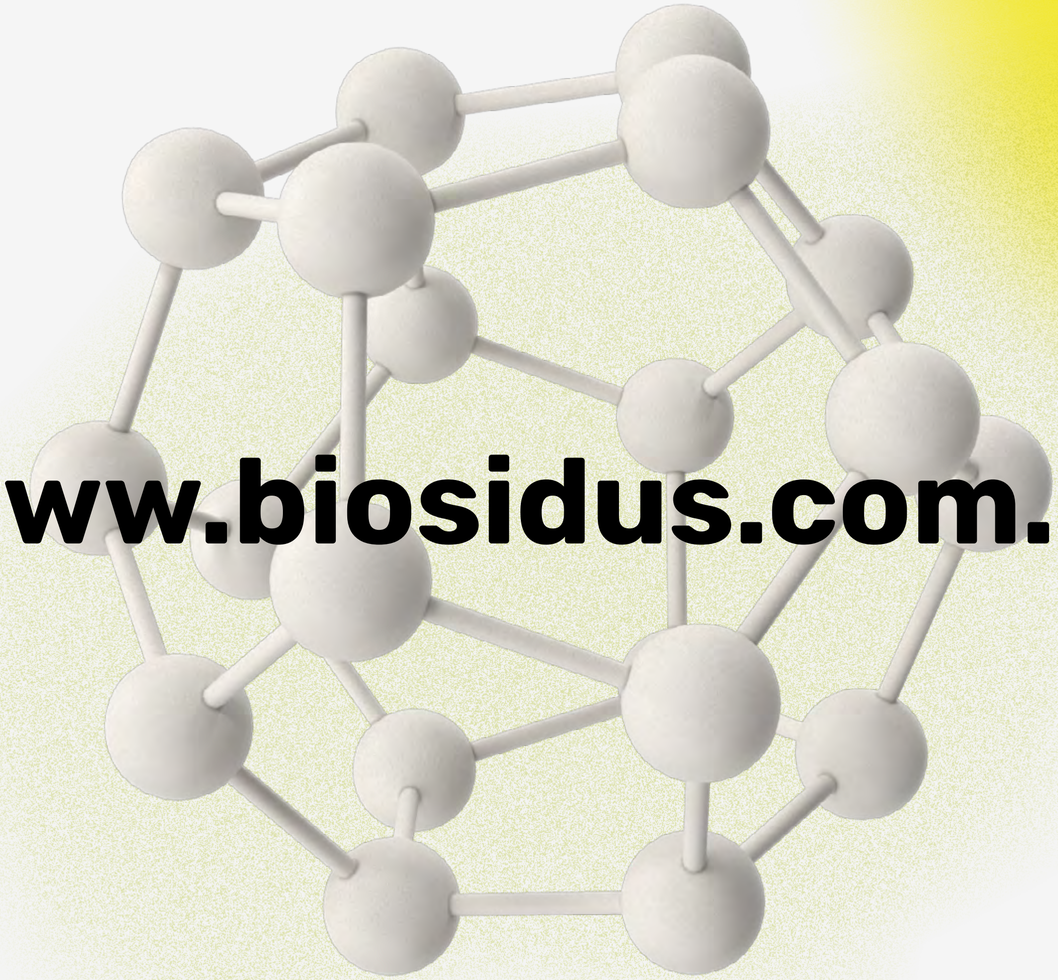

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